

# **TWENTY-SIXTH ANNUAL WORKFORCE REPORT**

**FISCAL YEAR 2004-05**

**State of Michigan  
Department of Civil Service**



**Civil Service Commissioners:**

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**James D. Farrell, State Personnel Director**

This is the Twenty-Sixth Annual Workforce Report covering fiscal year 2004-05. The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The source used for each chart is identified.

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## STATISTICAL HIGHLIGHTS FY 2004-05

### PROFILE OF CLASSIFIED EMPLOYEES

Average Age .....	44.9
Average Annual Salary <sup>1</sup> .....	\$48,421
Average Annual Fringe Benefit Cost <sup>2</sup> .....	\$25,960
Average Sick Leave Days Used .....	10.0
Average Annual Leave Days Used .....	18.4
Average Years of Service .....	13.4

### WORK FORCE CHARACTERISTICS

Females .....	50.8%
Males .....	49.2%
Eligible for Longevity .....	74.1%
Less than Six Years of Service .....	25.1%
Six to Ten Years of Service .....	20.2%
Over Ten Years of Service .....	54.7%
Exclusively Represented for Collective Bargaining .....	71.8%
Turnover Separations .....	5.4%

### FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian .....	1.2%
Asian .....	1.1%
Black .....	17.3%
Hispanic .....	2.7%
White .....	77.2%
Not Disclosed .....	0.5%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

<sup>2</sup> Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

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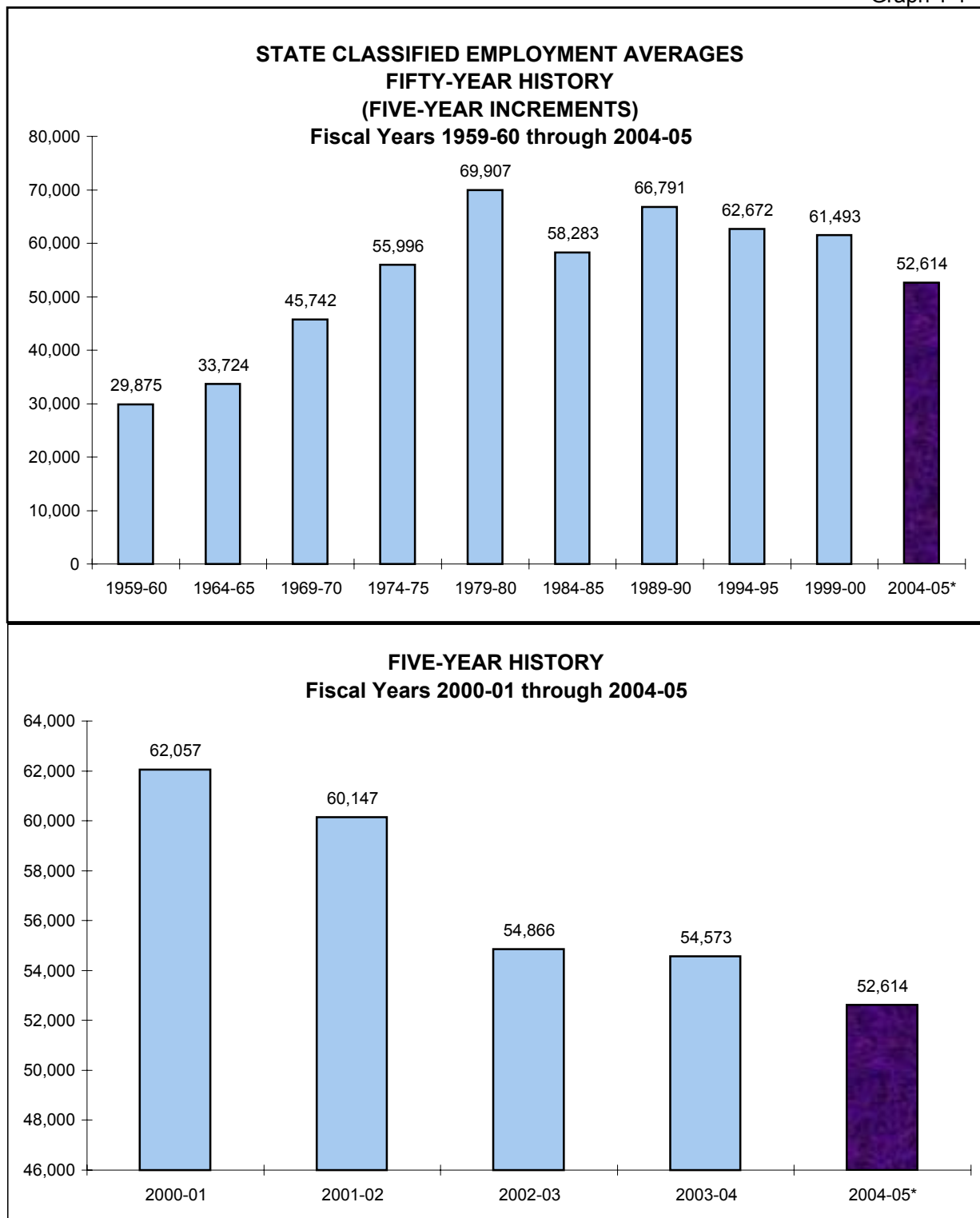
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### **GLOSSARY**

## SECTION ONE

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# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

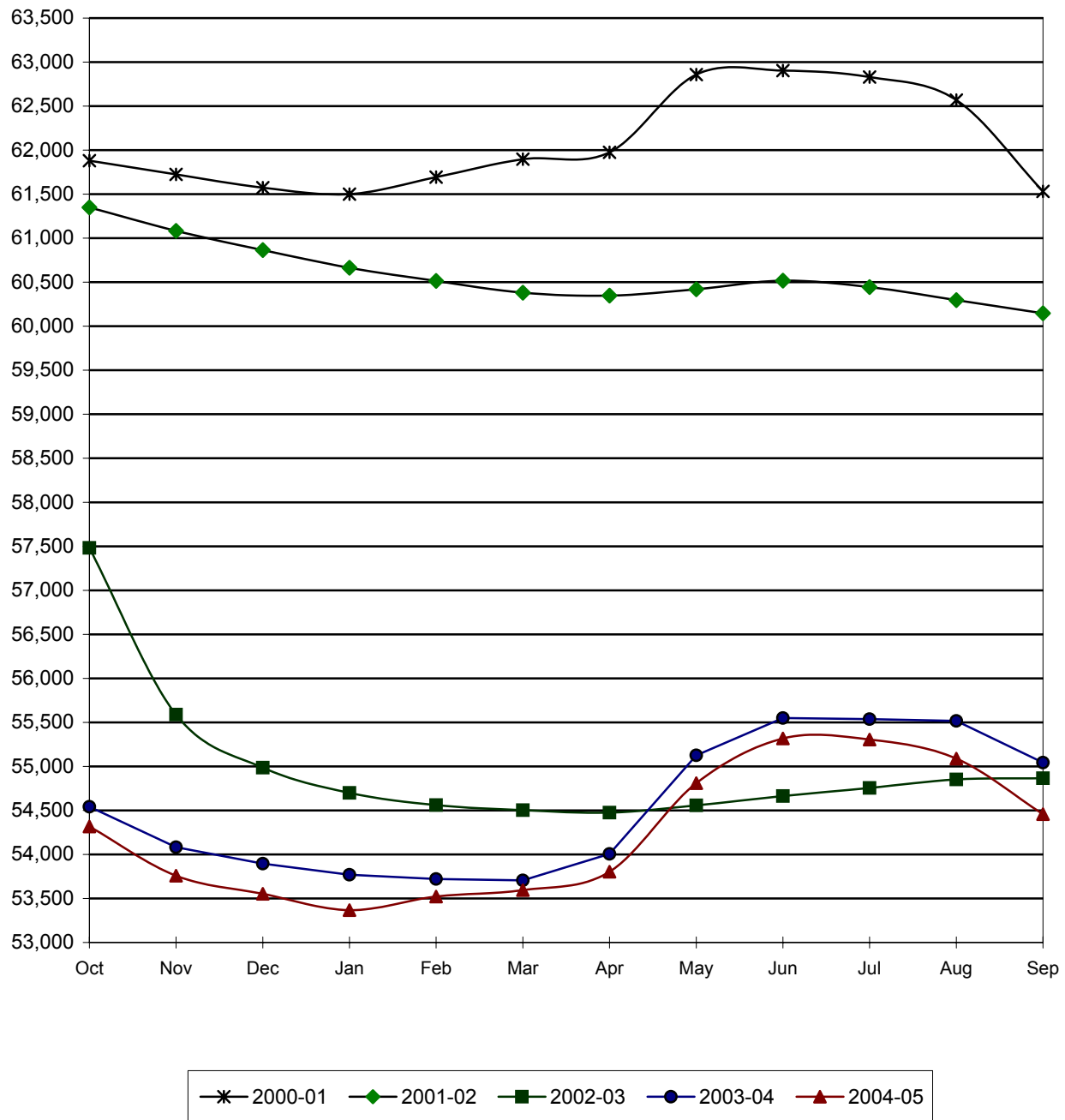


Source: MAIN, MIDB Civil Service HWF09

Comment: Employment averages are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal and non-career positions for each month during the fiscal year. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

\* Beginning in FY2004-05 the following non-career appointments have been excluded: STUDENT ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. As of September 24, 2005, these positions represent 96% of all non-career appointments.

**STATE CLASSIFIED EMPLOYMENT FIGURES**  
**Fiscal Years 2000-01 through 2004-05**



Source: MAIN, MIDB Civil Service HWF03, for the last full pay period each month.

Comment: Nearly 3,000 employees retired during fiscal year 2001-02 and approximately 5,000 additional employees retired during fiscal year 2002-03 under an early retirement program offered with a window period of July 1, 2002 through November 1, 2002. Employment levels typically increase during the summer months when temporary seasonal hiring occurs.



**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE  
WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date    20   Sep 24, 2005

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	495.0	9.0	14.0	52.0	17.0	41.0	628.0	0.5	627.5
<b>AGRICULTURE</b>		<b>495.0</b>	<b>9.0</b>	<b>14.0</b>	<b>52.0</b>	<b>17.0</b>	<b>41.0</b>	<b>628.0</b>	<b>0.5</b>	<b>627.5</b>
ATY GNRL CENTRAL OFFICE	1101	483.0	15.0	0.0	20.0	0.0	0.0	518.0	0.0	518.0
<b>ATTORNEY GENERAL</b>		<b>483.0</b>	<b>15.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>518.0</b>	<b>0.0</b>	<b>518.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	110.0	0.0	13.0	25.0	0.0	6.0	154.0	0.0	154.0
<b>AUDITOR GENERAL</b>		<b>110.0</b>	<b>0.0</b>	<b>13.0</b>	<b>25.0</b>	<b>0.0</b>	<b>6.0</b>	<b>154.0</b>	<b>0.0</b>	<b>154.0</b>
CIV RGHT CENTRAL OFFICE	1501	117.0	0.0	0.0	13.0	0.0	3.0	133.0	0.0	133.0
<b>CIVIL RIGHTS</b>		<b>117.0</b>	<b>0.0</b>	<b>0.0</b>	<b>13.0</b>	<b>0.0</b>	<b>3.0</b>	<b>133.0</b>	<b>0.0</b>	<b>133.0</b>
CIV SERV CENTRAL OFFICE	1901	195.0	2.0	0.0	9.0	0.0	8.0	214.0	1.0	213.0
<b>CIVIL SERVICE</b>		<b>195.0</b>	<b>2.0</b>	<b>0.0</b>	<b>9.0</b>	<b>0.0</b>	<b>8.0</b>	<b>214.0</b>	<b>1.0</b>	<b>213.0</b>
DCH-CARO CENTER	3902	393.0	1.0	1.0	0.0	0.0	14.0	409.0	0.0	409.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,489.0	7.0	10.0	23.0	0.0	79.0	1,608.0	1.5	1,606.5
DCH-CTR FORENSIC PSYCHIATRY	3920	469.0	2.0	0.0	2.0	0.0	5.0	478.0	0.0	478.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	193.0	3.0	0.0	2.0	0.0	2.0	200.0	0.0	200.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	253.0	3.0	0.0	0.0	0.0	0.0	256.0	0.0	256.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	378.0	13.0	0.0	27.0	0.0	0.0	418.0	0.0	418.0
DCH - MT. PLEASANT CENTER	3912	423.0	0.0	15.0	88.0	0.0	5.0	531.0	0.0	531.0
DCH-NORTHVILLE PSYCH HOSPITAL	3914	0.0	0.0	0.0	11.0	0.0	0.0	11.0	0.0	11.0
DCH-OFFICE OF SERVICES TO TH	3970	30.0	0.0	1.0	5.0	0.0	0.0	36.0	0.0	36.0
DCH - SOUTHGATE CENTER	3928	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-WALTER P. REUTHER PSY HOSP	3945	394.0	0.0	0.0	2.0	0.0	0.0	396.0	0.0	396.0
<b>COMMUNITY HEALTH</b>		<b>4,022.0</b>	<b>29.0</b>	<b>27.0</b>	<b>163.0</b>	<b>0.0</b>	<b>105.0</b>	<b>4,346.0</b>	<b>1.5</b>	<b>4,344.5</b>
DOC-ADRIAN/GUS HARRISON FAC	4729	508.0	0.0	0.0	1.0	0.0	0.0	509.0	0.0	509.0
DOC-ALGER MAX SECURITY CORRECT	4735	340.0	0.0	0.0	1.0	0.0	0.0	341.0	0.0	341.0
DOC-BARAGA FACILITY	4740	416.0	2.0	0.0	1.0	0.0	0.0	419.0	0.0	419.0
DOC-BELLAMY CREEK FACILITY	4748	486.0	0.0	0.0	1.0	0.0	0.0	487.0	0.0	487.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	503.0	0.0	0.0	1.0	0.0	0.0	504.0	0.0	504.0
DOC-CARSON CITY FAC/CARSON CIT	4731	532.0	0.0	0.0	1.0	0.0	0.0	533.0	0.5	532.5

MIDB HWF04 By Emp Status  
Universe: HR Human Resources

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

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DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	564.0	0.0	0.0	1.0	0.0	0.0	565.0	0.0	565.0
DOC-COOPER STREET FACILITY	4752	381.0	0.0	0.0	1.0	0.0	0.0	382.0	0.0	382.0
DOC-CORRECTN CENTRAL OFFICE	4702	526.0	0.0	0.0	32.0	0.0	29.0	587.0	0.0	587.0
DOC-COTTON FACILITY	4720	431.0	0.0	1.0	1.0	0.0	0.0	433.0	0.0	433.0
DOC-CRANE FACILITY	4716	358.0	0.0	0.0	1.0	0.0	0.0	359.0	0.0	359.0
DOC-EGELER FACILITY	4727	721.0	0.0	0.0	1.0	0.0	0.0	722.0	0.0	722.0
DOC-FIELD OPERATION REGION III	4763	556.0	14.0	0.0	3.0	0.0	0.0	573.0	0.0	573.0
DOC-FIELD OPERATIONS REGION I	4761	525.0	0.0	0.0	2.0	0.0	0.0	527.0	0.0	527.0
DOC-FIELD OPERATIONS REGION II	4762	581.0	2.0	5.0	1.0	0.0	0.0	589.0	0.0	589.0
DOC-HANDLON MI TRAINING UNT	4705	286.0	0.0	0.0	0.0	0.0	0.0	286.0	0.0	286.0
DOC-HURON VALLEY MENS FACILITY	4715	764.0	6.0	0.0	1.0	0.0	0.0	771.0	0.0	771.0
DOC-IONIA MAXIMUM FACILITY	4724	331.0	0.0	0.0	1.0	0.0	0.0	332.0	0.0	332.0
DOC-IONIA TEMP FACILITY	4719	208.0	0.0	0.0	1.0	0.0	0.0	209.0	0.0	209.0
DOC-JACKSON CENTRAL REGION	4750	90.0	0.0	0.0	0.0	0.0	0.0	90.0	0.0	90.0
DOC-KINROSS/HIAWATHA FACILITY	4712	550.0	0.0	0.0	1.0	0.0	0.0	551.0	0.5	550.5
DOC-LAKELAND MENS FACILITY	4718	284.0	0.0	0.0	0.0	0.0	0.0	284.0	0.0	284.0
DOC-MACOMB FACILITY	4741	313.0	1.0	0.0	1.0	0.0	0.0	315.0	0.0	315.0
DOC-MARQUETTE BRANCH PRISON	4706	400.0	0.0	0.0	1.0	0.0	0.0	401.0	0.0	401.0
DOC-MICHIGAN STATE INDUSTRIES	4709	197.0	0.0	0.0	0.0	0.0	2.0	199.0	0.0	199.0
DOC-MID MICHIGAN FACILITY	4733	593.0	0.0	0.0	1.0	0.0	0.0	594.0	0.0	594.0
DOC-MOUND FACILITY	4737	318.0	1.0	0.0	1.0	0.0	0.0	320.0	0.0	320.0
DOC-MUSKEGON FACILITY	4704	273.0	0.0	0.0	2.0	0.0	0.0	275.0	0.0	275.0
DOC-NEWBERRY FACILITY	4743	341.0	0.0	0.0	1.0	0.0	0.0	342.0	0.0	342.0
DOC-OAKS FACILITY	4739	360.0	0.0	0.0	2.0	0.0	0.0	362.0	0.0	362.0
DOC-OJIBWAY FACILITY	4746	277.0	1.0	0.0	1.0	0.0	0.0	279.0	0.0	279.0
DOC-PARNALL FACILITY	4751	266.0	0.0	1.0	1.0	0.0	0.0	268.0	0.5	267.5
DOC-PINE RIVER FACILITY	4744	219.0	0.0	0.0	1.0	0.0	0.0	220.0	0.0	220.0
DOC-PUGSLEY FACILITY	4745	238.0	1.0	0.0	1.0	0.0	0.0	240.0	0.0	240.0
DOC-RIVERSIDE FACILITY	4711	418.0	0.0	0.0	0.0	0.0	0.0	418.0	0.0	418.0

MIDB HWF04 By Emp Status  
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DOC-RYAN FACILITY	4738	322.0	0.0	0.0	1.0	0.0	0.0	323.0	0.0	323.0
DOC-SAGINAW FACILITY	4742	363.0	2.0	0.0	1.0	0.0	0.0	366.0	0.0	366.0
DOC-SCOTT FACILITY	4721	325.0	1.0	0.0	1.0	0.0	0.0	327.0	0.0	327.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	423.0	0.0	0.0	0.0	0.0	0.0	423.0	0.0	423.0
DOC-STANDISH MAXIMUM FACILITY	4734	409.0	1.0	0.0	2.0	0.0	0.0	412.0	0.0	412.0
DOC-THUMB FACILITY	4725	325.0	0.0	0.0	1.0	0.0	0.0	326.0	0.0	326.0
<b>CORRECTIONS</b>		<b>16,321.0</b>	<b>32.0</b>	<b>7.0</b>	<b>72.0</b>	<b>0.0</b>	<b>31.0</b>	<b>16,463.0</b>	<b>1.5</b>	<b>16,461.5</b>
EDUCATION	3103	255.0	9.0	4.0	26.0	71.0	1.0	366.0	2.0	364.0
<b>EDUCATION</b>		<b>255.0</b>	<b>9.0</b>	<b>4.0</b>	<b>26.0</b>	<b>71.0</b>	<b>1.0</b>	<b>366.0</b>	<b>2.0</b>	<b>364.0</b>
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,365.0	8.0	16.0	37.0	0.0	82.0	1,508.0	4.5	1,503.5
<b>ENVIRONMENTAL QUALITY</b>		<b>1,365.0</b>	<b>8.0</b>	<b>16.0</b>	<b>37.0</b>	<b>0.0</b>	<b>82.0</b>	<b>1,508.0</b>	<b>4.5</b>	<b>1,503.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	47.0	0.0	4.0	51.0	0.0	51.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>47.0</b>	<b>0.0</b>	<b>4.0</b>	<b>51.0</b>	<b>0.0</b>	<b>51.0</b>
HISTORY ARTS AND LIBRARIES	2501	179.0	2.0	5.0	5.0	17.0	50.0	258.0	2.5	255.5
<b>HISTORY ARTS AND LIBRARIES</b>		<b>179.0</b>	<b>2.0</b>	<b>5.0</b>	<b>5.0</b>	<b>17.0</b>	<b>50.0</b>	<b>258.0</b>	<b>2.5</b>	<b>255.5</b>
DHS-BERRIEN COUNTY	4322	154.0	0.0	0.0	2.0	5.0	0.0	161.0	0.0	161.0
DHS-CALHOUN COUNTY	4323	129.0	0.0	0.0	3.0	0.0	0.0	132.0	0.0	132.0
DHS-COUNTIES	4308	2,081.0	2.0	1.0	89.0	30.0	0.0	2,203.0	1.5	2,201.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,742.0	8.0	24.0	63.0	3.0	5.0	1,845.0	5.5	1,839.5
DHS-GENESEE COUNTY	4302	481.0	0.0	0.0	12.0	0.0	0.0	493.0	0.0	493.0
DHS-INGHAM COUNTY	4312	219.0	0.0	0.0	2.0	0.0	0.0	221.0	0.0	221.0
DHS - INSTITUTIONS	4307	278.0	1.0	23.0	28.0	0.0	2.0	332.0	0.0	332.0
DHS-JACKSON COUNTY	4315	122.0	0.0	0.0	6.0	0.0	0.0	128.0	0.0	128.0
DHS-KALAMAZOO COUNTY	4314	180.0	0.0	0.0	4.0	0.0	0.0	184.0	0.0	184.0
DHS-KENT COUNTY	4303	354.0	0.0	0.0	29.0	8.0	0.0	391.0	0.5	390.5
DHS-MACOMB COUNTY	4304	324.0	0.0	0.0	22.0	0.0	0.0	346.0	0.5	345.5
DHS-MAXEY TRAINING SCHOOL	4311	312.0	0.0	0.0	2.0	0.0	0.0	314.0	0.0	314.0
DHS-MUSKEGON COUNTY	4324	177.0	0.0	0.0	0.0	0.0	0.0	177.0	0.0	177.0

MIDB HWF04 By Emp Status  
Universe: HR Human Resources

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# **ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

**Pay Period Number and Pay End Date    20   Sep 24, 2005**

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DHS-OAKLAND COUNTY	4305	420.0	0.0	0.0	6.0	0.0	0.0	426.0	0.0	426.0
DHS-SAGINAW COUNTY	4313	227.0	0.0	0.0	1.0	0.0	0.0	228.0	0.0	228.0
DHS-WASHTENAW	4325	122.0	0.0	0.0	1.0	0.0	0.0	123.0	0.0	123.0
DHS-WAYNE COUNTY DSS	4306	123.0	0.0	0.0	12.0	0.0	0.0	135.0	0.0	135.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	666.0	0.0	0.0	7.0	0.0	0.0	673.0	0.0	673.0
DHS-WAYNE COUNTY ZONE 3	4318	457.0	0.0	0.0	9.0	0.0	0.0	466.0	0.0	466.0
DHS-WAYNE COUNTY ZONE 4	4319	530.0	0.0	0.0	14.0	0.0	0.0	544.0	0.0	544.0
DHS-WAYNE COUNTY ZONE L	4316	398.0	0.0	0.0	11.0	0.0	0.0	409.0	0.0	409.0
<b>HUMAN SERVICES</b>		<b>9,496.0</b>	<b>11.0</b>	<b>48.0</b>	<b>323.0</b>	<b>46.0</b>	<b>7.0</b>	<b>9,931.0</b>	<b>8.0</b>	<b>9,923.0</b>
DEPT OF INFORMATION TECHNOLOGY	0801	1,632.0	4.0	2.0	29.0	0.0	44.0	1,711.0	0.0	1,711.0
<b>INFORMATION TECHNOLOGY</b>		<b>1,632.0</b>	<b>4.0</b>	<b>2.0</b>	<b>29.0</b>	<b>0.0</b>	<b>44.0</b>	<b>1,711.0</b>	<b>0.0</b>	<b>1,711.0</b>
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,633.0	41.0	43.0	75.0	42.0	138.0	3,972.0	7.5	3,964.5
MES BOARD OF REVIEW	6415	13.0	0.0	0.0	1.0	0.0	0.0	14.0	0.0	14.0
STRATEGIC FUND	0740	187.0	3.0	13.0	12.0	0.0	59.0	274.0	1.0	273.0
<b>LABOR &amp; ECONOMIC GROWTH</b>		<b>3,833.0</b>	<b>44.0</b>	<b>56.0</b>	<b>88.0</b>	<b>42.0</b>	<b>197.0</b>	<b>4,260.0</b>	<b>8.5</b>	<b>4,251.5</b>
MGMT BUD CENTRAL OFFICE	0701	913.0	16.0	3.0	41.0	0.0	43.0	1,016.0	7.0	1,009.0
<b>MANAGEMENT &amp; BUDGET</b>		<b>913.0</b>	<b>16.0</b>	<b>3.0</b>	<b>41.0</b>	<b>0.0</b>	<b>43.0</b>	<b>1,016.0</b>	<b>7.0</b>	<b>1,009.0</b>
D.J. JACOBETTI HOME FOR VETERA	5103	145.0	5.0	2.0	0.0	4.0	4.0	160.0	1.0	159.0
GRAND RAPIDS HOME FOR VETERANS	5102	465.0	1.0	12.0	0.0	11.0	20.0	509.0	0.0	509.0
MIL AFFR CENTRAL OFFICE	5101	229.0	1.0	11.0	10.0	25.0	12.0	288.0	0.0	288.0
<b>MILITARY AFFAIRS</b>		<b>839.0</b>	<b>7.0</b>	<b>25.0</b>	<b>10.0</b>	<b>40.0</b>	<b>36.0</b>	<b>957.0</b>	<b>1.0</b>	<b>956.0</b>
DEPARTMENT OF NATURAL RESOURCE	7501	1,345.0	9.0	57.0	21.0	303.0	949.0	2,684.0	1.5	2,682.5
<b>NATURAL RESOURCES</b>		<b>1,345.0</b>	<b>9.0</b>	<b>57.0</b>	<b>21.0</b>	<b>303.0</b>	<b>949.0</b>	<b>2,684.0</b>	<b>1.5</b>	<b>2,682.5</b>
DEPARTMENT OF STATE	2301	1,289.0	0.0	388.0	16.0	0.0	205.0	1,898.0	0.0	1,898.0
<b>STATE</b>		<b>1,289.0</b>	<b>0.0</b>	<b>388.0</b>	<b>16.0</b>	<b>0.0</b>	<b>205.0</b>	<b>1,898.0</b>	<b>0.0</b>	<b>1,898.0</b>
STATE POLICE	5501	2,628.0	39.0	4.0	28.0	0.0	20.0	2,719.0	1.5	2,717.5
<b>STATE POLICE</b>		<b>2,628.0</b>	<b>39.0</b>	<b>4.0</b>	<b>28.0</b>	<b>0.0</b>	<b>20.0</b>	<b>2,719.0</b>	<b>1.5</b>	<b>2,717.5</b>
BRIDGE AUTHORITIES-INTERNATION	5903	31.0	0.0	0.0	0.0	0.0	15.0	46.0	0.0	46.0

MIDB HWF04 By Emp Status  
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**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE  
WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay Period Number and Pay End Date    20   Sep 24, 2005

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
BRIDGE AUTHORITIES-MACKINAC	5902	52.0	0.0	27.0	5.0	0.0	11.0	95.0	0.0	95.0
TRANSPORTATION CENTRAL OFFICE	5901	2,623.0	32.0	13.0	70.0	27.0	222.0	2,987.0	7.5	2,979.5
<b>TRANSPORTATION</b>		<b>2,706.0</b>	<b>32.0</b>	<b>40.0</b>	<b>75.0</b>	<b>27.0</b>	<b>248.0</b>	<b>3,128.0</b>	<b>7.5</b>	<b>3,120.5</b>
BUREAU OF STATE LOTTERY	2795	159.0	0.0	1.0	2.0	0.0	5.0	167.0	0.0	167.0
GAMING CONTROL	2707	89.0	1.0	1.0	7.0	0.0	12.0	110.0	0.5	109.5
TREASURY CENTRAL PAYROLL	2701	1,231.0	5.0	12.0	12.0	0.0	27.0	1,287.0	0.5	1,286.5
<b>TREASURY</b>		<b>1,479.0</b>	<b>6.0</b>	<b>14.0</b>	<b>21.0</b>	<b>0.0</b>	<b>44.0</b>	<b>1,564.0</b>	<b>1.0</b>	<b>1,563.0</b>
<b>STATEWIDE TOTAL</b>		<b>49,702.0</b>	<b>274.0</b>	<b>723.0</b>	<b>1,121.0</b>	<b>563.0</b>	<b>2,124.0</b>	<b>54,507.0</b>	<b>49.5</b>	<b>54,457.5</b>

MIDB HWF04 By Emp Status  
Universe: HR Human Resources

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

# Full-Time Equated Employee Position Report

2004-2005 Fiscal Year Summary

Through Pay Periods Ending Sep 25, 2004 and Sep 24, 2005

DEPARTMENT		FY 2004-05 Appropriated FTE Positions ( A )	FY 2004-05 Average FTE Positions ( B )	FY 2003-04 Average FTE Positions ( C )	FY 2003-04 and FY 2004-05 Difference ( B - C )	FY 2004-05 Avg and Appropriated Difference ( B - A )
AGRICULTURE	Regular	743.0	619.5	634.1	-14.5	-123.5
	Overtime	0.0	2.5	4.6	-2.1	2.5
	Total	743.0	622.0	638.6	-16.6	-121.0
ATTORNEY GENERAL	Regular	558.0	517.9	473.1	44.8	-40.1
	Overtime	0.0	1.2	0.7	0.5	1.2
	Total	558.0	519.1	473.8	45.3	-38.9
AUDITOR GENERAL	Regular	0.0	143.8	143.0	0.8	143.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	143.8	143.0	0.8	143.8
CAREER DEVELOPMENT	Regular	0.0	34.3	875.8	-841.5	34.3
	Overtime	0.0	0.1	1.4	-1.3	0.1
	Total	0.0	34.4	877.2	-842.8	34.4
CIVIL RIGHTS	Regular	136.0	132.2	128.3	3.9	-3.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	132.2	128.3	3.9	-3.8
CIVIL SERVICE	Regular	240.5	206.4	179.5	26.9	-34.1
	Overtime	0.0	0.0	0.1	-0.1	0.0
	Total	240.5	206.4	179.6	26.8	-34.1
COMMUNITY HEALTH	Regular	5,112.6	4,409.2	4,466.1	-56.9	-703.4
	Overtime	0.0	166.3	205.3	-39.0	166.3
	Total	5,112.6	4,575.5	4,671.4	-96.0	-537.1
CONSUMER & INDUSTRY SERVICES	Regular	0.0	209.5	3,039.2	-2,829.7	209.5
	Overtime	0.0	4.1	82.3	-78.2	4.1
	Total	0.0	213.6	3,121.6	-2,908.0	213.6
CORRECTIONS	Regular	17,753.8	16,590.5	16,702.9	-112.4	-1,163.3
	Overtime	0.0	1,076.5	853.0	223.5	1,076.5
	Total	17,753.8	17,666.9	17,555.9	111.1	-86.9

Source: FTEAVG.CLR, FTEAVG.CLS

# Full-Time Equated Employee Position Report

## 2004-2005 Fiscal Year Summary

Through Pay Periods Ending Sep 25, 2004 and Sep 24, 2005

DEPARTMENT		FY 2004-05 Appropriated FTE Positions ( A )	FY 2004-05 Average FTE Positions ( B )	FY 2003-04 Average FTE Positions ( C )	FY 2003-04 and FY 2004-05 Difference ( B - C )	FY 2004-05 Avg and Appropriated Difference ( B - A )
EDUCATION	Regular	407.0	340.1	307.3	32.8	-66.9
	Overtime	0.0	2.0	1.6	0.4	2.0
	Total	407.0	342.1	308.9	33.2	-64.9
ENVIRONMENTAL QUALITY	Regular	1,564.2	1,449.5	1,374.2	75.3	-114.7
	Overtime	0.0	1.6	1.8	-0.2	1.6
	Total	1,564.2	1,451.1	1,376.1	75.1	-113.1
EXECUTIVE OFFICE	Regular	74.2	45.1	46.2	-1.1	-29.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	45.1	46.2	-1.1	-29.1
HISTORY ARTS AND LIBRARIES	Regular	232.0	220.7	222.7	-2.1	-11.3
	Overtime	0.0	0.3	0.3	-0.1	0.3
	Total	232.0	220.9	223.1	-2.2	-11.1
HUMAN SERVICES	Regular	10,302.0	9,876.7	9,899.1	-22.4	-425.3
	Overtime	0.0	151.6	162.7	-11.2	151.6
	Total	10,302.0	10,028.3	10,061.8	-33.5	-273.8
INFORMATION TECHNOLOGY	Regular	1,756.4	1,690.6	1,658.6	32.0	-65.8
	Overtime	0.0	17.5	15.0	2.5	17.5
	Total	1,756.4	1,708.1	1,673.6	34.5	-48.3
LABOR & ECONOMIC GROWTH	Regular	4,248.5	3,782.3	24.8	3,757.5	-466.2
	Overtime	0.0	90.3	0.5	89.8	90.3
	Total	4,248.5	3,872.6	25.3	3,847.3	-375.9
MANAGEMENT & BUDGET	Regular	725.0	992.1	1,192.4	-200.4	267.1
	Overtime	0.0	9.3	8.0	1.4	9.3
	Total	725.0	1,001.4	1,200.4	-199.0	276.4
MILITARY AFFAIRS	Regular	1,016.0	921.2	915.5	5.7	-94.9
	Overtime	0.0	43.0	40.8	2.2	43.0
	Total	1,016.0	964.1	956.3	7.8	-51.9

Source: FTEAVG.CLR, FTEAVG.CLS

**Full-Time Equated Employee Position Report**  
**2004-2005 Fiscal Year Summary**  
**Through Pay Periods Ending Sep 25, 2004 and Sep 24, 2005**

DEPARTMENT		FY 2004-05 Appropriated FTE Positions ( A )	FY 2004-05 Average FTE Positions ( B )	FY 2003-04 Average FTE Positions ( C )	FY 2003-04 and FY 2004-05 Difference ( B - C )	FY 2004-05 Avg and Appropriated Difference ( B - A )
NATURAL RESOURCES	Regular	2,064.5	2,055.5	2,045.3	10.2	-9.1
	Overtime	0.0	41.3	36.7	4.6	41.3
	Total	2,064.5	2,096.8	2,082.0	14.8	32.3
STATE	Regular	1,851.8	1,720.2	1,662.2	58.1	-131.6
	Overtime	0.0	3.3	6.4	-3.1	3.3
	Total	1,851.8	1,723.5	1,668.6	55.0	-128.3
STATE POLICE	Regular	2,948.0	2,683.7	2,615.9	67.8	-264.3
	Overtime	0.0	170.5	146.6	24.0	170.5
	Total	2,948.0	2,854.2	2,762.5	91.7	-93.8
TRANSPORTATION	Regular	3,031.3	2,984.9	2,838.7	146.3	-46.4
	Overtime	0.0	155.1	134.5	20.5	155.1
	Total	3,031.3	3,140.0	2,973.2	166.8	108.7
TREASURY	Regular	1,653.5	1,543.0	1,465.1	77.9	-110.5
	Overtime	0.0	2.1	2.5	-0.4	2.1
	Total	1,653.5	1,545.2	1,467.6	77.6	-108.4
STATEWIDE TOTALS	Total Regular	56,418.3	53,168.7	52,909.8	77.9	-110.5
	Total Overtime	0.0	1,938.5	1,705.0	-0.4	2.1
	Grand Total	56,418.3	55,107.2	54,614.8	77.6	-108.4

Note: Regular FTE's are the number of full-time equated positions based on regular time (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime (total overtime hours worked multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.



### NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

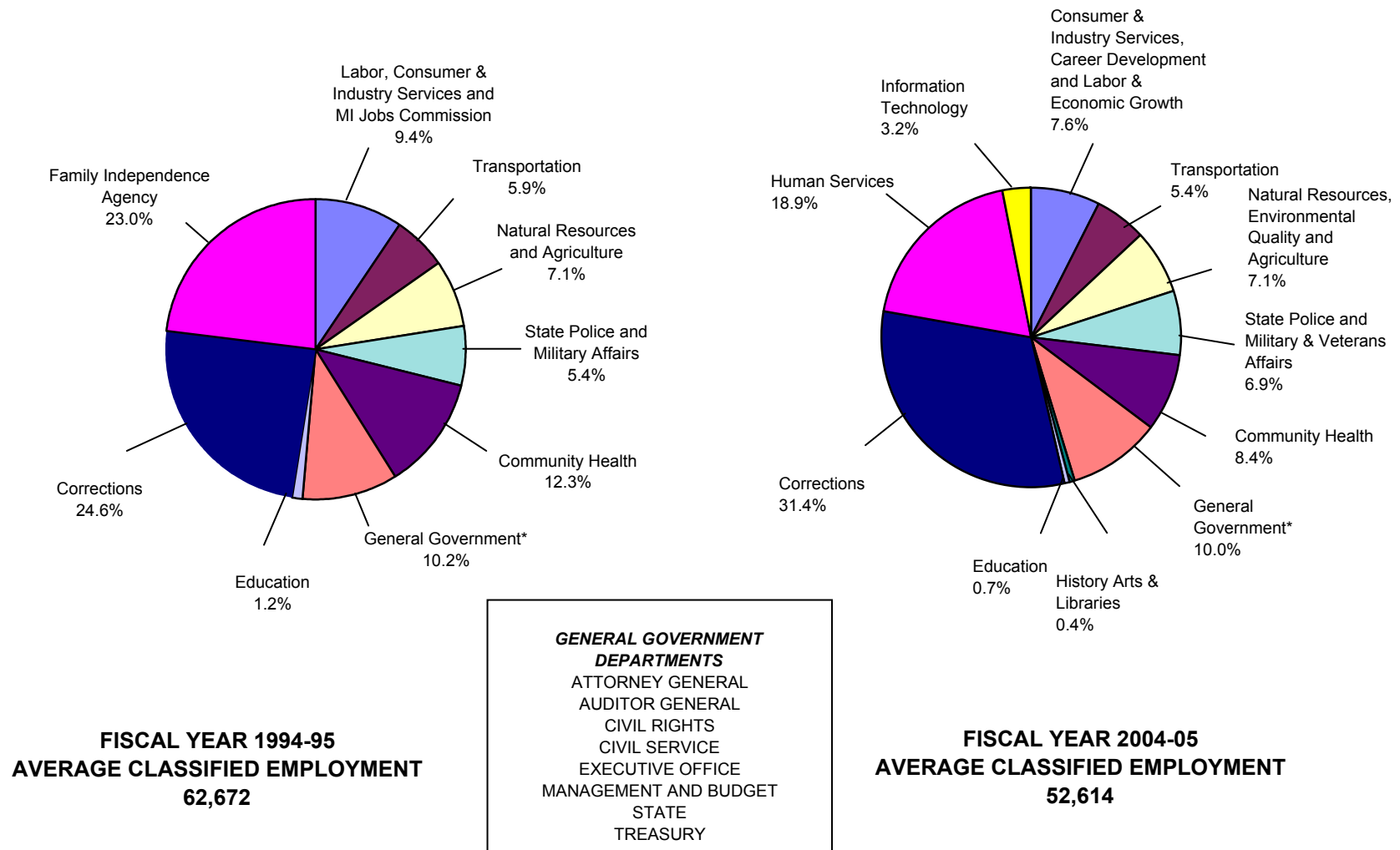
DEPARTMENT	2003-04		2004-05	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	696.5	1.3%	627.5	1.2%
Attorney General	508.0	0.9%	518.0	1.0%
Auditor General	147.0	0.3%	154.0	0.3%
Career Development	907.0	1.6%	0.0	0.0%
Civil Rights	134.0	0.2%	133.0	0.2%
Civil Service	212.0	0.4%	213.0	0.4%
Community Health	4,804.0	8.7%	4,344.5	8.0%
Consumer and Industry Services	2,841.0	5.2%	0.0	0.0%
Corrections	16,525.0	30.0%	16,461.5	30.2%
Education	341.5	0.6%	364.0	0.7%
Environmental Quality	1,492.0	2.7%	1,503.5	2.8%
Executive Office	44.0	0.1%	51.0	0.1%
History Arts and Libraries	302.5	0.5%	255.5	0.5%
Human Services	10,024.0	18.2%	9,923.0	18.2%
Information Technology	1,741.0	3.2%	1,711.0	3.1%
Labor and Economic Growth	101.0	0.2%	4,251.5	7.8%
Management and Budget	1,280.5	2.3%	1,009.0	1.9%
Military & Veterans Affairs	948.0	1.7%	956.0	1.8%
Natural Resources	2,848.5	5.2%	2,682.5	4.9%
State	1,856.5	3.4%	1,898.0	3.5%
State Police	2,696.5	4.9%	2,717.5	5.0%
Transportation	3,032.5	5.5%	3,120.5	5.7%
Treasury	1,560.0	2.8%	1,563.0	2.9%
TOTAL	55,043.0	100.0%	54,457.5	100.0%

Source: MAIN, MIDB Civil Service HWF03

Comments: Statewide the number of classified employees decreased 1% from fiscal year 2003-04 to 2004-05.

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES**  
Fiscal Years 1994-95 and 2004-05 Compared

Graph 1-3



Source: Averages were developed from monthly KA6020P01 (Classified Employees by Appointment Duration) reports for fiscal year 1994-95 and MAIN, MIDB Civil Service HWF09 for FY 2004-05.

Comments: Statewide, average classified employment decreased by 10,058 positions (16%) from 1994-95 to 2004-05.

**AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT  
FISCAL YEARS 1995-96 THROUGH 2004-05**

<b><u>DEPARTMENT</u></b>	<b><u>95-96</u></b>	<b><u>96-97</u></b>	<b><u>97-98</u></b>	<b><u>98-99</u></b>	<b><u>99-00</u></b>	<b><u>00-01</u></b>	<b><u>01-02</u></b>	<b><u>02-03</u></b>	<b><u>03-04</u></b>	<b><u>04-05</u></b>
Agriculture	599	606	631	632	657	697	702	635	687	641
Attorney General	539	552	547	549	559	558	538	474	489	524
Auditor General	162	164	163	169	174	179	176	157	150	143
Biologic Products Institute <sup>1</sup>	122	107	77	--	--	--	--	--	--	--
Career Development <sup>2</sup>	--	--	--	--	--	1,088	1,079	911	901	34
Civil Rights	179	166	159	163	160	166	164	135	133	131
Civil Service	294	224	205	207	206	206	200	176	189	210
Community Health	7,644	6,437	5,758	5,810	5,914	5,838	5,370	4,465	4,577	4,424
Consumer and Industry Services	4,270	4,661	4,049	3,909	3,843	3,823	3,735	3,186	3,170	209
Corrections	16,100	16,270	16,714	17,063	17,652	18,296	17,821	17,222	16,781	16,543
Education	558	512	436	442	403	396	393	298	324	352
Environmental Quality <sup>3</sup>	1,419	1,472	1,479	1,545	1,605	1,617	1,567	1,370	1,444	1,419
Executive Office	60	61	65	63	65	67	58	51	49	45
History Arts and Libraries <sup>4</sup>	--	--	--	--	--	--	295	287	273	203
Human Services	14,107	12,981	12,443	12,836	13,254	13,139	12,554	10,303	10,104	9,953
Information Technology <sup>8</sup>	--	--	--	--	--	--	--	1,730	1,721	1,675
Labor <sup>5</sup>	680	--	--	--	--	--	--	--	--	--
Labor & Economic Growth <sup>9</sup>	--	--	--	--	--	--	--	--	55	3,751
Lottery <sup>6</sup>	193	181	179	--	--	--	--	--	--	--
Management and Budget	1,487	1,561	1,495	1,719	1,936	1,931	1,851	1,306	1,277	967
MI Jobs Commission <sup>7</sup>	953	890	1,101	1,149	1,055	--	--	--	--	--
Military and Veterans Affairs	979	948	900	949	987	970	962	919	943	928
Natural Resources	2,623	2,480	2,445	2,510	2,506	2,509	2,446	2,265	2,328	1,669
State	2,190	2,211	2,174	2,231	2,257	2,267	2,095	1,836	1,852	1,705
State Police	3,121	3,034	3,014	3,159	3,190	3,240	3,164	2,800	2,661	2,704
Transportation	3,515	3,312	2,960	3,196	3,244	3,253	3,185	2,826	2,956	2,849
Transportation Bridge Authority <sup>6</sup>	140	143	150	--	--	--	--	--	--	--
Treasury	<u>1,595</u>	<u>1,529</u>	<u>1,531</u>	<u>1,765</u>	<u>1,826</u>	<u>1,817</u>	<u>1,793</u>	<u>1,514</u>	<u>1,512</u>	<u>1,535</u>
TOTAL	63,529	60,502	58,675	60,066	61,493	62,057	60,147	54,866	54,573	52,614

Source: MAIN, MIDB Civil Service HWF09.

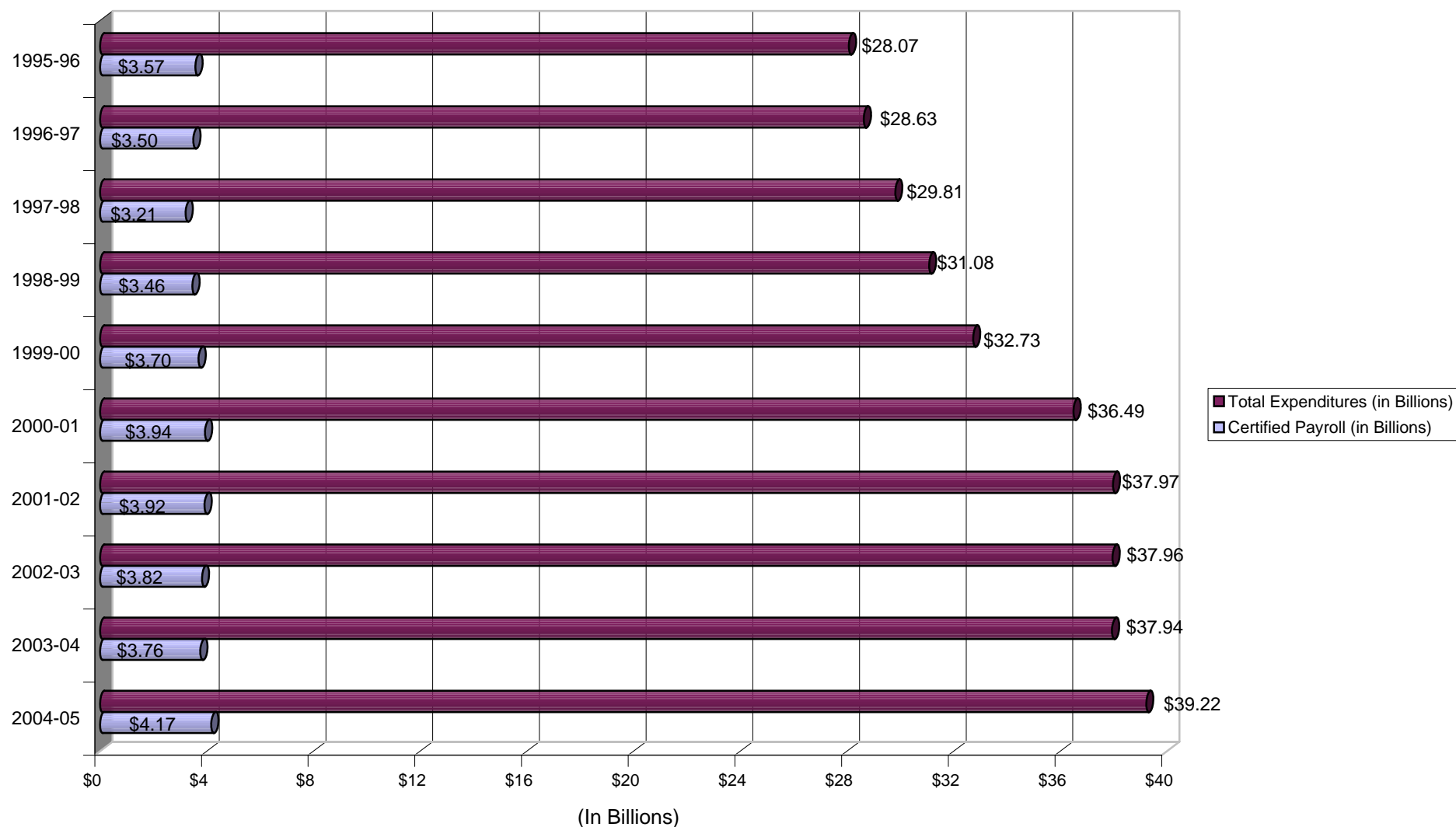
Footnotes: Starting in FY 2004-05, this report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent 96% of all non-career appointments at the end of FY 2004-05. The count of employees who job share are divided in half. <sup>1</sup> Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998. <sup>2</sup> Department of Career Development was created by Executive Order 1 of 1999. <sup>3</sup> Department of Environmental Quality was created by Executive Order 18 of 1995. <sup>4</sup> Department of History Arts and Libraries was created by Act 63 of 2001. <sup>5</sup> Department of Labor was abolished by Executive Order 2 of 1996. <sup>6</sup> Starting in fiscal year 1998-99 Lottery totals are included in Department of Treasury, and Transportation Bridge Authority totals are included with the Department of Transportation. <sup>7</sup> Michigan Jobs Commission was created as a temporary agency under Executive Order 2 of 1993. It became a principal department by Executive Order 26 of 1994 and then with the creation of Career Development (Executive Order 1 of 1999) duties were transferred to Michigan Strategic Fund and Career Development. In FY2004-05 both Career Development and Strategic Fund were transferred to DLEG. <sup>8</sup> Information Technology was created by Executive Order 3 of 2001. <sup>9</sup> Executive Order 2003-18 renamed the Department of Consumer and Industry Services as Department of Labor & Economic Growth (DLEG).

## SECTION TWO

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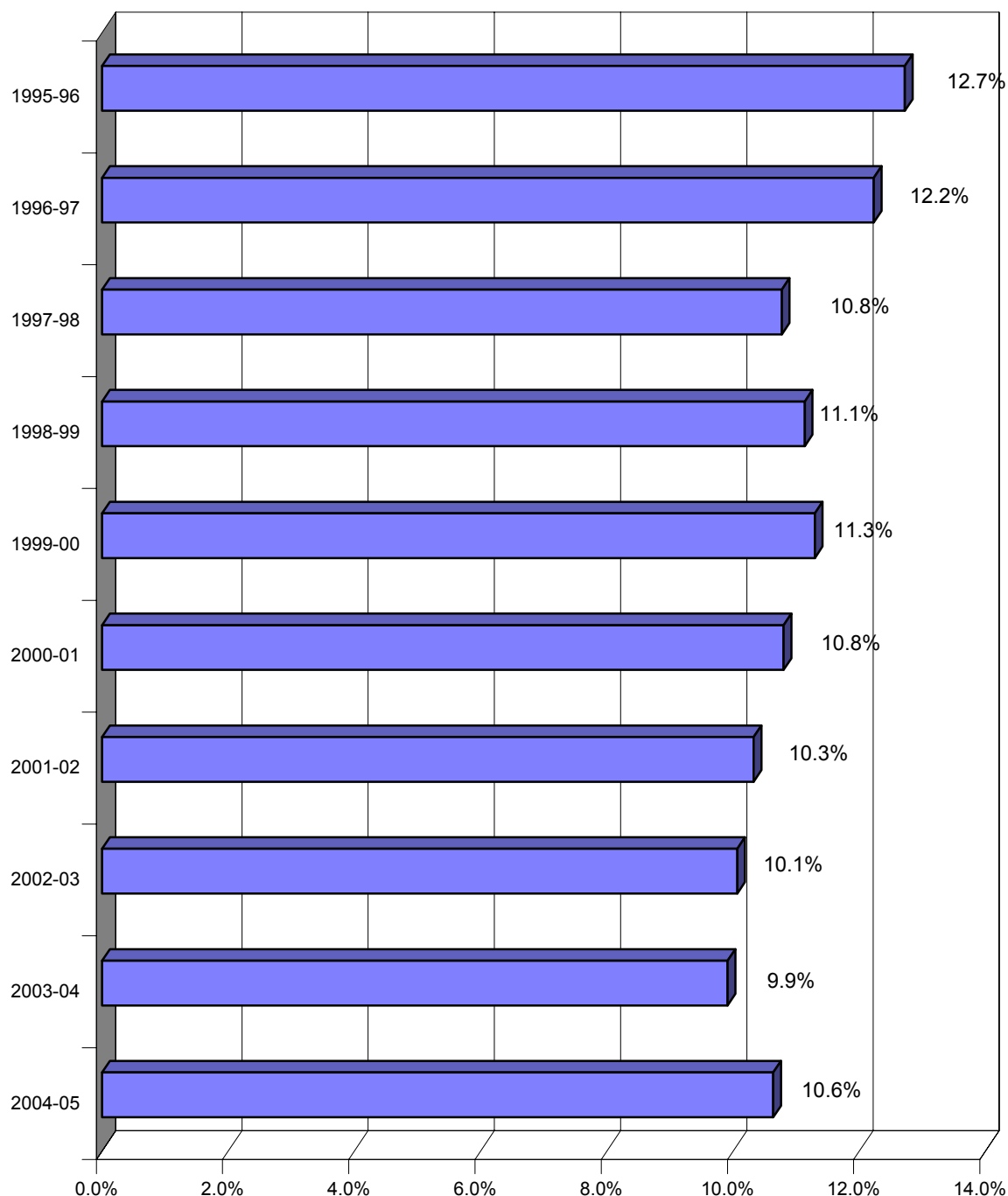
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 1995-96 through 2004-05



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service. Classified Payroll figures include all direct and indirect payroll items.

**STATE CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES  
Fiscal Years 1995-96 through 2004-05**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service.

# AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: September 24, 2005

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Dept. Eligible for Longevity
AGRICULTURE	627	1.1 %	44.6	\$24.30	385	61%
ATTORNEY GENERAL	518	0.9 %	46.6	\$33.49	365	70%
AUDITOR GENERAL	154	0.3 %	38.4	\$30.53	115	75%
CIVIL RIGHTS	133	0.2 %	44.7	\$25.70	84	63%
CIVIL SERVICE	214	0.4 %	46.9	\$26.41	163	76%
COMMUNITY HEALTH	4,370	8.0 %	47.2	\$23.90	3,090	71%
CORRECTIONS	16,549	30.3 %	44.0	\$22.50	13,515	82%
EDUCATION	366	0.7 %	49.0	\$26.93	237	65%
ENVIRONMENTAL QUALITY	1,508	2.8 %	44.7	\$26.25	1,120	74%
EXECUTIVE OFFICE	51	0.1 %	37.3	\$22.84	7	14%
HISTORY ARTS AND LIBRARIES	258	0.5 %	44.1	\$21.12	148	57%
HUMAN SERVICES	9,946	18.2 %	46.9	\$22.70	7,764	78%
INFORMATION TECHNOLOGY	1,711	3.1 %	45.8	\$27.95	1,348	79%
LABOR & ECONOMIC GROWTH	4,264	7.8 %	46.5	\$23.99	2,803	66%
MANAGEMENT & BUDGET	1,017	1.9 %	45.8	\$24.23	772	76%
MILITARY AFFAIRS	960	1.8 %	46.3	\$20.47	665	69%
NATURAL RESOURCES	2,686	4.9 %	41.3	\$17.74	1,263	47%
STATE	1,900	3.5 %	45.0	\$19.95	1,273	67%
STATE POLICE	2,729	5.0 %	40.9	\$26.39	2,275	83%
TRANSPORTATION	3,134	5.7 %	42.9	\$23.34	2,044	65%
TREASURY	1,565	2.9 %	45.7	\$24.00	1,042	67%
STATEWIDE TOTALS:	<b>54,660</b>	<b>100%</b>	<b>44.9</b>	<b>\$23.19</b>	<b>40,478</b>	<b>74%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career, or on workers compensation in primary positions only. Since September 24, 2005, the average age of classified employees has increased by about 5 months, the average hourly pay rate has increased by \$1.13 (5%), and the percentage of employees eligible for longevity has increased from 71% to 74%.

Table 2-2

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 2000-01 through 2004-05**

<u>Salary Range</u>	<u>2000-01</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>
\$8,000 - 8,999	0	0	0	0	0
9,000 - 9,999	0	0	0	0	0
10,000 - 10,999	2	0	0	0	0
11,000 - 11,999	0	0	0	0	0
12,000 - 12,999	1	0	0	0	3
13,000 - 13,999	0	1	0	0	1
14,000 - 14,999	364	47	38	43	20
15,000 - 15,999	167	397	436	509	377
16,000 - 16,999	29	192	167	23	24
17,000 - 17,999	286	314	303	332	210
18,000 - 18,999	19	17	13	380	398
19,000 - 19,999	10	20	12	6	6
20,000 - 20,999	183	162	177	171	173
21,000 - 21,999	231	156	13	10	51
22,000 - 22,999	145	88	282	298	8
23,000 - 23,999	70	108	102	66	337
24,000 - 24,999	252	118	51	97	67
25,000 - 25,999	262	236	341	41	106
26,000 - 26,999	689	268	281	290	34
27,000 - 27,999	946	498	708	329	299
28,000 - 28,999	822	546	526	358	156
29,000 - 29,999	644	424	702	326	286
30,000 - 30,999	983	650	503	581	446
31,000 - 31,999	1,504	1,176	748	329	371
32,000 - 32,999	1,098	1,026	678	674	359
33,000 - 33,999	4,385	2,310	1,553	727	643
34,000 - 34,999	1,315	3,084	3,115	1,406	568
35,000 - 35,999	4,174	3,851	1,567	2,962	639
36,000 - 36,999	1,465	1,601	3,579	1,260	1,392
37,000 - 37,999	2,583	1,555	1,109	3,432	2,345
38,000 - 38,999	2,165	1,666	1,304	1,169	866
39,000 - 39,999	6,687	3,155	1,427	1,558	3,388
40,000 - 40,999	370	5,252	2,982	1,477	849
41,000 - 41,999	6,874	699	5,083	2,703	2,212
42,000 - 42,999	1,015	6,501	569	5,509	1,985
43,000 - 43,999	865	1,366	6,200	334	1,903
44,000 - 44,999	2,066	1,176	1,123	6,569	5,399
45,000 - 45,999	465	1,391	1,415	851	664
46,000 - 46,999	1,996	1,059	1,067	632	6,571
47,000 - 47,999	1,182	1,168	293	1,894	826
48,000 - 48,999	1,553	1,176	1,271	246	587
49,000 - 49,999	914	1,557	1,785	1,241	1,840



**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<b><u>Salary Range</u></b>	<b><u>2000-01</u></b>	<b><u>2001-02</u></b>	<b><u>2002-03</u></b>	<b><u>2003-04</u></b>	<b><u>2004-05</u></b>
\$50,000 - 50,999	237	928	1,577	1,232	237
51,000 - 51,999	2,297	186	822	1,308	1,209
52,000 - 52,999	535	2,040	170	831	1,171
53,000 - 53,999	1,733	1,029	1,730	1,410	1,287
54,000 - 54,999	256	1,224	548	1,688	776
55,000 - 55,999	997	200	1,185	424	1,516
56,000 - 56,999	1,129	971	238	384	1,779
57,000 - 57,999	139	1,124	855	1,202	479
58,000 - 58,999	536	138	1,429	227	442
59,000 - 59,999	195	498	95	924	1,172
60,000 - 60,999	174	116	552	1,050	228
61,000 - 61,999	1,073	243	110	592	104
62,000 - 62,999	307	835	193	471	1,905
63,000 - 63,999	299	462	807	89	534
64,000 - 64,999	173	260	247	142	133
65,000 - 65,999	120	153	324	925	494
66,000 - 66,999	208	123	118	350	137
67,000 - 67,999	83	240	148	216	126
68,000 - 68,999	492	85	203	159	791
69,000 - 69,999	126	450	75	169	377
70,000 - 70,999	149	47	70	207	222
71,000 - 71,999	101	187	386	81	289
72,000 - 72,999	46	85	124	71	98
73,000 - 73,999	97	83	121	404	230
74,000 - 74,999	27	39	69	118	52
75,000 - 75,999	54	93	58	115	77
76,000 - 76,999	92	41	80	108	430
77,000 - 77,999	144	40	34	43	104
78,000 - 78,999	39	84	68	89	130
79,000 - 79,999	29	158	65	43	104
80,000 - 80,999	34	20	107	36	49
81,000 - 81,999	30	34	36	62	33
82,000 - 82,999	76	22	34	72	87
83,000 - 83,999	163	29	23	84	30
84,000 - 84,999	35	65	32	31	62
85,000 - 85,999	28	162	40	46	80
86,000 - 86,999	89	32	141	32	128
87,000 - 87,999	37	28	27	51	24
88,000 - 88,999	27	82	39	50	34
89,000 - 89,999	218	29	29	122	21
90,000 - 90,999	11	28	70	41	44
91,000 - 91,999	34	216	29	16	42
92,000 - 92,999	12	18	75	29	60
93,000 - 93,999	8	16	108	77	124

# EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2000-01</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>
\$94,000 - 94,999	26	4	15	24	29
95,000 - 95,999	90	17	13	166	22
96,000 - 96,999	5	24	8	13	85
97,000 - 97,999	0	95	17	13	26
98,000 - 98,999	8	3	15	16	23
99,000 - 99,999	31	3	73	7	181
100,000 - 100,999	8	11	5	17	14
101,000 - 101,999	6	28	3	15	19
102,000 - 102,999	17	10	13	68	10
103,000 - 103,999	35	3	20	6	8
104,000 - 104,999	15	14	8	6	13
105,000 - 105,999	23	35	6	10	9
106,000 - 106,999	0	1	6	22	89
107,000 - 107,999	1	40	21	4	4
108,000 - 108,999	1	1	3	10	5
109,000 - 109,999	10	1	8	5	9
110,000 - 110,999	1	1	18	20	23
111,000 - 111,999	1	1	0	1	6
112,000 - 112,999	3	8	4	3	16
113,000 - 113,999	0	1	2	20	0
114,000 - 114,999	0	0	1	0	7
115,000 - 115,999	0	0	8	0	24
116,000 - 116,999	5	0	0	7	1
117,000 - 117,999	0	0	1	3	24
118,000 - 118,999	0	0	0	2	0
119,000 - 119,999	3	5	0	5	0
120,000 - 120,999	1	0	0	1	7
121,000 - 121,999	0	0	4	0	1
122,000 - 122,999	0	2	0	0	2
123,000 - 123,999	0	0	0	0	8
124,000 - 124,999	0	0	0	0	0
125,000 - 125,999	62	0	1	5	1
126,000 and above	114	167	134	130	135
<b>STATEWIDE TOTAL</b>	<b>61,936</b>	<b>58,429</b>	<b>55,221</b>	<b>55,253</b>	<b>54,661</b>

Median Salary: \$46,249

Average Salary: \$48,421

Source: MAIN, MIDB HWF39A and HWF402.

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL**  
**(Employer Contributions)**  
**Fiscal Years 2000-01 through 2004-05**

	2000-01	2001-02	2002-03	2003-04	2004-05
<b>Legally Required Payments</b>					
FICA	7.33 %	7.27 %	7.37 %	7.37 %	7.33 %
Unemployment Compensation	.16	.30	.31	.30	.27
Workers Compensation	1.80	1.91	1.80	1.64	1.49
<b>Total Legally Required Payments</b>	<b>9.29 %</b>	<b>9.48 %</b>	<b>9.48 %</b>	<b>9.31 %</b>	<b>9.10 %</b>
<b>Group Insurance</b>					
State Health Plan	7.41 %	7.37 %	7.69 %	9.77 %	8.97 %
Health Maintenance Organization	4.84	5.04	5.20	6.35	5.93
Dental	1.61	1.50	1.57	1.84	1.59
Vision	.23	.28	.29	.30	.26
Life	.95	.96	1.01	1.10	1.00
Long Term Disability	1.41	.88	.92	1.00	.91
Flexible Benefits Allowance/Recovery	.09	.09	.10	.11	.08
<b>Total Group Insurance</b>	<b>16.54 %</b>	<b>16.12 %</b>	<b>16.77 %</b>	<b>20.48 %</b>	<b>18.73 %</b>
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	.99 %	.75 %	2.94 %	1.07 %	1.10 %
Terminal Longevity Payments	.02	.01	.12	.01	.01
Professional Development	.05	.05	.07	.00	.00
Uniforms and Dry Cleaning	.14	.15	.16	.15	.15
<b>Total Other Cash Payments</b>	<b>1.20 %</b>	<b>.96 %</b>	<b>3.29 %</b>	<b>1.23 %</b>	<b>1.27 %</b>
<b>Pension and Deferred Items</b>					
Retirement or Pension Plans	14.14 %	13.55 %	17.33 %	19.10 %	22.51 %
FICA for Early Out Retirees	.03	.02	.03	.01	.00
Defined Contribution Pension Plan	1.26	1.37	1.71	1.56	2.11
Banked Leave Time Employer Contribution	.00	.00	.00	.04	.10
<b>Total Pension and Deferred Items</b>	<b>15.43</b>	<b>14.94</b>	<b>19.06</b>	<b>20.71</b>	<b>24.72</b>
<b>Total Employee Benefits</b>	<b>42.46 %</b>	<b>41.50 %</b>	<b>48.60 %</b>	<b>51.74 %</b>	<b>53.82 %</b>

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#6(11/23/05)

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING SEPTEMBER 24, 2005**

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	587	320	55%	225	38%	9	2%	543	93%	13	2%	3	1%	561	96%
ATTORNEY GENERAL	518	262	51%	217	42%	5	1%	484	93%	11	2%	2	0%	500	97%
AUDITOR GENERAL	148	42	28%	86	58%	9	6%	131	89%	3	2%	1	1%	137	93%
CIVIL RIGHTS	130	79	61%	45	35%	3	2%	124	95%	4	3%	1	1%	129	99%
CIVIL SERVICE	206	84	41%	101	49%	1	0%	186	90%	4	2%	0	0%	189	92%
COMMUNITY HEALTH	4,265	2,553	60%	1,371	32%	53	1%	3,886	91%	112	3%	17	0%	4,022	94%
CORRECTIONS	16,518	9,946	60%	5,458	33%	131	1%	15,294	93%	318	2%	34	0%	15,662	95%
EDUCATION	365	174	48%	147	40%	8	2%	321	88%	7	2%	5	1%	334	92%
ENVIRONMENTAL QUALITY	1,426	674	47%	644	45%	23	2%	1,311	92%	31	2%	8	1%	1,355	95%
EXECUTIVE OFFICE	47	26	55%	11	23%	0	0%	40	85%	0	0%	0	0%	40	85%
HISTORY ARTS AND LIBRARIES	208	100	48%	94	45%	1	0%	191	92%	5	2%	1	0%	196	94%
HUMAN SERVICES	9,939	5,725	58%	3,591	36%	116	1%	9,145	92%	333	3%	34	0%	9,512	96%
INFORMATION TECHNOLOGY	1,667	653	39%	886	53%	28	2%	1,499	90%	59	4%	6	0%	1,574	94%
LABOR & ECONOMIC GROWTH	3,852	1,954	51%	1,561	41%	79	2%	3,447	89%	165	4%	19	0%	3,649	95%
MANAGEMENT & BUDGET	1,189	408	34%	686	58%	18	2%	1,094	92%	21	2%	3	0%	1,120	94%
MILITARY AFFAIRS	924	385	42%	470	51%	18	2%	876	95%	3	0%	1	0%	882	95%
NATURAL RESOURCES	1,737	1,208	70%	376	22%	43	2%	1,593	92%	15	1%	13	1%	1,627	94%
STATE	1,695	855	50%	724	43%	28	2%	1,570	93%	49	3%	9	1%	1,631	96%
STATE POLICE	2,709	2,060	76%	515	19%	20	1%	2,579	95%	25	1%	8	0%	2,610	96%
TRANSPORTATION	2,886	1,656	57%	1,046	36%	39	1%	2,719	94%	28	1%	9	0%	2,762	96%
TREASURY	1,521	618	41%	765	50%	32	2%	1,346	88%	68	4%	12	1%	1,430	94%
<b>STATEWIDE TOTALS:</b>	<b>52,537</b>	<b>29,782</b>	<b>57%</b>	<b>19,019</b>	<b>36%</b>	<b>664</b>	<b>1%</b>	<b>48,379</b>	<b>92%</b>	<b>1,274</b>	<b>2%</b>	<b>186</b>	<b>0%</b>	<b>49,922</b>	<b>95%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING SEPTEMBER 24, 2005**

Department	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		CMI	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	587	494	84%	0	0%	546	93%	41	7%	82	14%
ATTORNEY GENERAL	518	425	82%	0	0%	499	96%	18	3%	93	18%
AUDITOR GENERAL	148	134	91%	0	0%	127	86%	22	15%	33	22%
CIVIL RIGHTS	130	121	93%	0	0%	117	90%	13	10%	25	19%
CIVIL SERVICE	206	191	93%	0	0%	192	93%	14	7%	78	38%
COMMUNITY HEALTH	4,265	3,889	91%	0	0%	4,041	95%	223	5%	530	12%
CORRECTIONS	16,518	15,758	95%	0	0%	16,007	97%	502	3%	1,016	6%
EDUCATION	365	275	75%	0	0%	334	92%	32	9%	76	21%
ENVIRONMENTAL QUALITY	1,426	1,231	86%	0	0%	1,301	91%	124	9%	242	17%
EXECUTIVE OFFICE	47	21	45%	0	0%	40	85%	7	15%	1	2%
HISTORY ARTS AND LIBRARIES	208	172	83%	0	0%	188	90%	20	10%	54	26%
HUMAN SERVICES	9,939	9,365	94%	0	0%	9,390	94%	545	5%	1,400	14%
INFORMATION TECHNOLOGY	1,667	1,429	86%	45	3%	1,559	94%	103	6%	276	17%
LABOR & ECONOMIC GROWTH	3,852	3,320	86%	4	0%	3,571	93%	275	7%	584	15%
MANAGEMENT & BUDGET	1,189	1,047	88%	0	0%	1,116	94%	73	6%	200	17%
MILITARY AFFAIRS	924	788	85%	0	0%	884	96%	36	4%	76	8%
NATURAL RESOURCES	1,737	1,484	85%	0	0%	1,629	94%	107	6%	192	11%
STATE	1,695	1,474	87%	0	0%	1,586	94%	109	6%	249	15%
STATE POLICE	2,709	2,437	90%	1,696	63%	2,559	94%	116	4%	223	8%
TRANSPORTATION	2,886	2,545	88%	0	0%	2,688	93%	196	7%	316	11%
TREASURY	1,521	1,309	86%	0	0%	1,424	94%	94	6%	231	15%
<b>STATEWIDE TOTALS:</b>	<b>52,537</b>	<b>47,909</b>	<b>91%</b>	<b>1,745</b>	<b>3%</b>	<b>49,798</b>	<b>95%</b>	<b>2,670</b>	<b>5%</b>	<b>5,977</b>	<b>11%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 2000-01 through 2004-05**

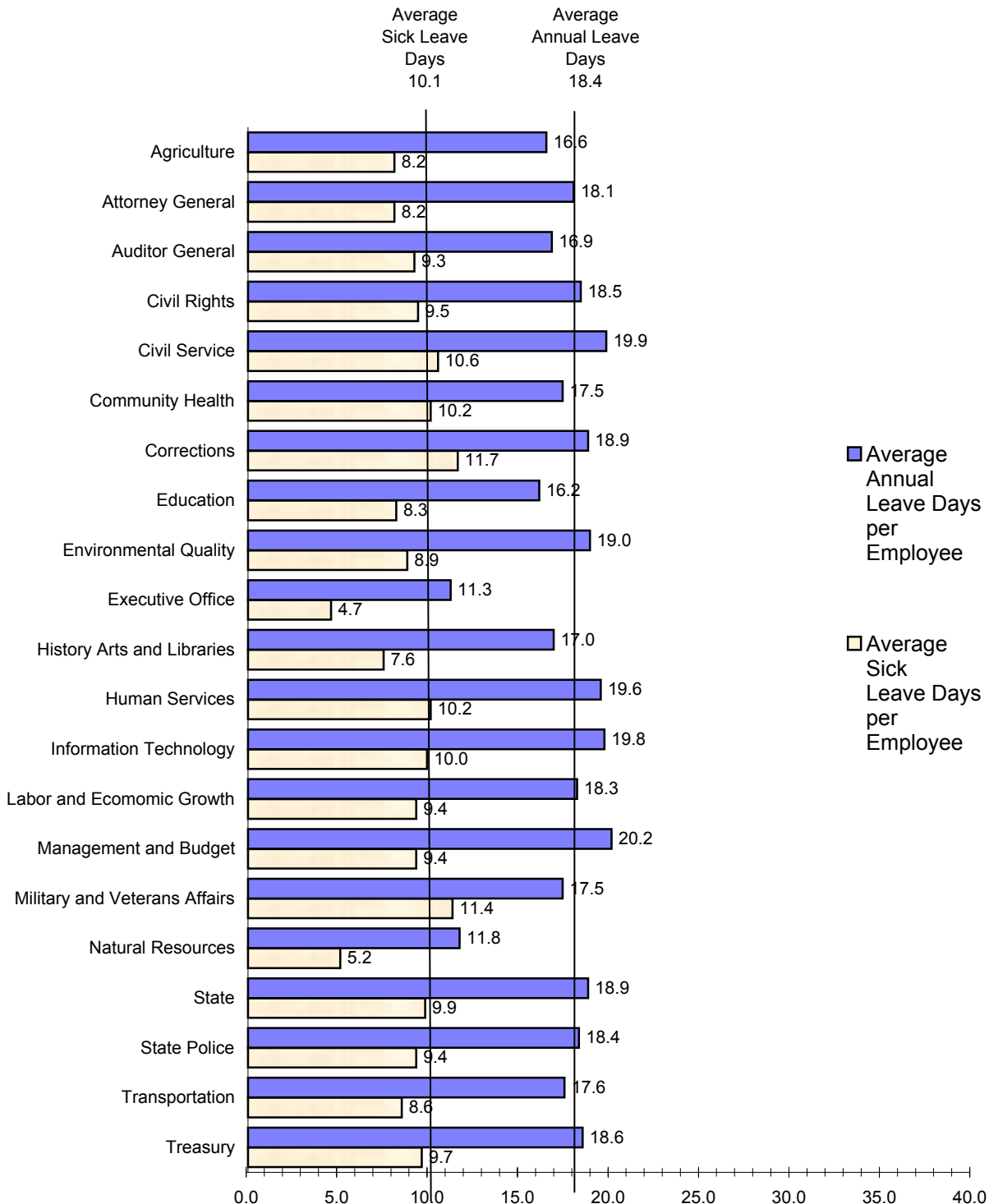
	2000-01	2001-02	2002-03	2003-04	2004-05
<b>VACATION</b>	7.5 %	7.5 %	7.3 %	8.8 %	9.9 %
<b>HOLIDAY</b>	4.6	4.6	4.6	4.6	4.6
<b>SICK LEAVE</b>	3.7	4.0	3.8	4.0	4.1
<b>TOTAL</b>	15.8 %	16.1 %	15.7 %	17.4 %	18.6 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used. Starting in FY2001-02, sick leave included sick leave paid at separation.

Source: MAIN DAFR6940 191OFBD YER#6 (11/23/05)

# ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT

## Fiscal Year 2004-05



Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-24-05.

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
Fiscal Year 2004-05**

<b>DEPARTMENT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
Agriculture	8.2	16.6	24.8
Attorney General	8.2	18.1	26.3
Auditor General	9.3	16.9	26.2
Civil Rights	9.5	18.5	28.0
Civil Service	10.6	19.9	30.5
Community Health	10.2	17.5	27.7
Corrections	11.7	18.9	30.6
Education	8.3	16.2	24.5
Environmental Quality	8.9	19.0	27.9
Executive Office	4.7	11.3	16.0
Family Independence Agency	7.6	17.0	24.6
History Arts and Libraries	10.2	19.6	29.8
Information Technology	10.0	19.8	29.8
Labor and Economic Growth	9.4	18.3	27.7
Management and Budget	9.4	20.2	29.6
Military and Veterans Affairs	11.4	17.5	28.9
Natural Resources	5.2	11.8	17.0
State	9.9	18.9	28.8
State Police	9.4	18.4	27.8
Transportation	8.6	17.6	26.2
Treasury	9.7	18.6	28.3
STATEWIDE AVERAGE	10.1	18.4	28.5

Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-24-05.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.



**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON  
(Average Days Per Employee)**

**Fiscal Years 2000-01 through 2004-05**

<b>DEPARTMENT</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>
Agriculture	6.2	7.3	9.4	7.7	8.2
Attorney General	9.2	8.9	9.6	8.0	8.2
Auditor General	7.9	8.5	10.6	10.2	9.3
Career Development	9.3	9.8	10.5	9.2	--
Civil Rights	10.2	10.9	10.3	8.1	9.5
Civil Service	8.9	10.1	10.8	9.8	10.6
Community Health	10.9	11.5	10.9	10.2	10.2
Consumer and Industry Services	9.4	10.4	9.9	9.1	--
Corrections	10.0	11.3	12.1	11.5	11.7
Education	8.2	11.1	9.0	7.5	8.3
Environmental Quality	8.4	9.3	10.4	9.0	8.9
Executive Office	6.1	8.2	3.2	4.5	4.7
History Arts and Libraries	--	5.8	9.4	9.8	10.2
Human Services	10.2	11.0	10.5	10.1	7.6
Information Technology	--	--	10.1	9.0	10.0
Labor and Economic Growth	--	--	--	6.7	9.4
Management and Budget	7.9	8.7	10.1	8.8	9.4
Military and Veterans Affairs	10.1	9.9	11.2	10.4	11.4
Natural Resources	3.6	4.2	8.8	7.0	5.2
State	8.8	9.3	10.3	9.5	9.9
State Police	8.5	11.6	10.6	9.2	9.4
Transportation	8.1	8.8	10.0	8.2	8.6
Treasury	8.2	9.6	10.6	9.2	9.7
<b>STATEWIDE AVERAGE</b>	<b>9.3</b>	<b>10.3</b>	<b>10.9</b>	<b>10.0</b>	<b>10.1</b>

Source: Main, MIDB Civil Service HWF28, for the last full pay period in each fiscal year.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

## SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

Fiscal Year Ending: September 24, 2005

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	704	46,253.6	65.7	8.2
ATTORNEY GENERAL	555	36,295.0	65.4	8.2
AUDITOR GENERAL	160	11,909.2	74.4	9.3
CIVIL RIGHTS	143	10,894.2	76.2	9.5
CIVIL SERVICE	217	18,452.8	85.0	10.6
COMMUNITY HEALTH	4,833	394,684.7	81.7	10.2
CORRECTIONS	17,565	1,643,213.1	93.6	11.7
EDUCATION	386	25,648.4	66.4	8.3
ENVIRONMENTAL QUALITY	1,523	108,722.4	71.4	8.9
EXECUTIVE OFFICE	53	1,980.3	37.4	4.7
HISTORY ARTS AND LIBRARIES	255	15,467.5	60.7	7.6
HUMAN SERVICES	10,556	864,180.9	81.9	10.2
INFORMATION TECHNOLOGY	1,762	140,904.3	80.0	10.0
LABOR & ECONOMIC GROWTH	4,344	327,164.4	75.3	9.4
MANAGEMENT & BUDGET	1,039	78,424.0	75.5	9.4
MILITARY AFFAIRS	1,003	91,680.2	91.4	11.4
NATURAL RESOURCES	2,638	109,247.4	41.4	5.2
STATE	1,866	148,017.4	79.3	9.9
STATE POLICE	2,810	210,833.3	75.0	9.4
TRANSPORTATION	3,226	222,399.6	68.9	8.6
TREASURY	1,673	130,003.9	77.7	9.7
<b>STATEWIDE</b>	<b>57,311</b>	<b>4,636,376.6</b>	<b>80.9</b>	<b>10.1</b>

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

## ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

Fiscal Year Ending: September 24, 2005

Department Name	ANNUAL LEAVE				DEFERRED HOURS			
	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	704	93,222.2	132.4	16.6	704	19,846.0	28.2	3.5
ATTORNEY GENERAL	555	80,323.8	144.7	18.1	555	19,764.7	35.6	4.5
AUDITOR GENERAL	160	21,635.4	135.2	16.9	160	3,800.2	23.8	3.0
CIVIL RIGHTS	143	21,143.5	147.9	18.5	143	6,971.7	48.8	6.1
CIVIL SERVICE	217	34,487.3	158.9	19.9	217	11,760.0	54.2	6.8
COMMUNITY HEALTH	4,833	675,906.0	139.9	17.5	4,833	253,913.1	52.5	6.6
CORRECTIONS	17,565	2,651,981.7	151.0	18.9	17,565	1,049,196.6	59.7	7.5
EDUCATION	386	50,033.8	129.6	16.2	386	14,239.6	36.9	4.6
ENVIRONMENTAL QUALITY	1,523	231,952.2	152.3	19.0	1,523	49,485.0	32.5	4.1
EXECUTIVE OFFICE	53	4,801.5	90.6	11.3	53	1,732.1	32.7	4.1
HISTORY ARTS AND LIBRARIES	255	34,632.4	135.8	17.0	255	7,773.5	30.5	3.8
HUMAN SERVICES	10,556	1,654,230.2	156.7	19.6	10,556	560,388.7	53.1	6.6
INFORMATION TECHNOLOGY	1,762	279,307.1	158.5	19.8	1,762	68,669.4	39.0	4.9
LABOR & ECONOMIC GROWTH	4,344	636,404.1	146.5	18.3	4,344	196,888.6	45.3	5.7
MANAGEMENT & BUDGET	1,039	168,215.9	161.9	20.2	1,039	41,018.5	39.5	4.9
MILITARY AFFAIRS	1,003	140,404.0	140.0	17.5	1,003	52,112.3	52.0	6.5
NATURAL RESOURCES	2,638	249,950.7	94.8	11.8	2,638	40,810.8	15.5	1.9
STATE	1,866	281,612.5	150.9	18.9	1,866	92,376.9	49.5	6.2
STATE POLICE	2,810	413,315.5	147.1	18.4	2,810	54,884.3	19.5	2.4
TRANSPORTATION	3,226	453,840.5	140.7	17.6	3,226	119,753.5	37.1	4.6
TREASURY	1,673	249,292.5	149.0	18.6	1,673	80,198.3	47.9	6.0
<b>STATEWIDE</b>	<b>57,311</b>	<b>8,426,692.8</b>	<b>147.0</b>	<b>18.4</b>	<b>57,311</b>	<b>2,745,583.8</b>	<b>47.9</b>	<b>6.0</b>

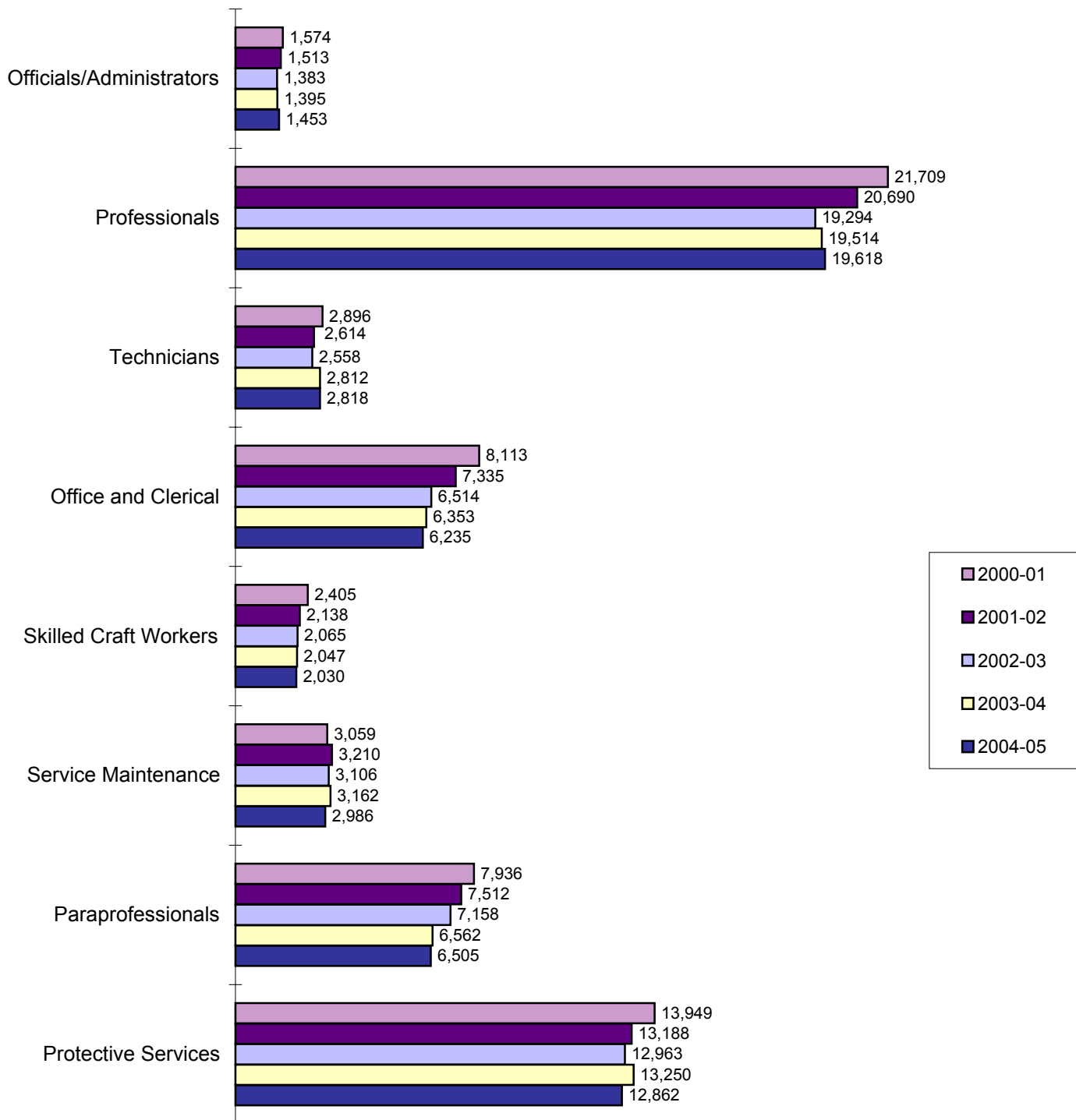
Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**Age Distribution for Classified Employees by Department**  
**Pay Period Ending: September 24, 2005**

DEPARTMENT	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	4	25	60	55	45	102	103	135	66	22	11	0	628
ATTORNEY GENERAL	0	4	24	59	54	72	88	98	80	35	4	0	518
AUDITOR GENERAL	0	18	23	22	19	27	24	12	7	2	0	0	154
CIVIL RIGHTS	0	2	15	18	14	11	20	23	24	6	0	0	133
CIVIL SERVICE	0	3	11	21	14	29	46	40	38	9	2	1	214
COMMUNITY HEALTH	14	132	211	239	318	475	947	1,121	633	211	38	7	4,346
CORRECTIONS	3	138	845	2,031	2,721	3,049	3,022	2,775	1,460	356	54	9	16,463
EDUCATION	0	5	22	14	24	26	76	96	68	31	3	1	366
ENVIRONMENTAL QUALITY	8	70	107	123	143	225	269	333	174	48	8	0	1,508
EXECUTIVE OFFICE	0	9	10	10	0	7	7	3	2	2	1	0	51
HISTORY ARTS AND LIBRARIES	6	17	12	24	42	24	37	42	34	16	2	2	258
HUMAN SERVICES	0	52	615	939	940	1,032	1,766	2,605	1,541	357	67	17	9,931
INFORMATION TECHNOLOGY	7	42	79	142	161	293	343	354	222	62	5	1	1,711
LABOR & ECONOMIC GROWTH	21	170	264	298	359	454	787	925	690	216	51	25	4,260
MANAGEMENT & BUDGET	9	38	48	63	97	129	202	281	116	28	5	0	1,016
MILITARY AFFAIRS	5	28	39	69	101	142	188	218	115	34	13	5	957
NATURAL RESOURCES	111	366	237	264	233	273	359	397	246	102	51	45	2,684
STATE	14	102	126	142	155	284	335	419	236	72	7	6	1,898
STATE POLICE	0	35	259	506	512	526	426	284	133	29	7	2	2,719
TRANSPORTATION	28	225	264	278	385	448	540	547	317	77	15	4	3,128
TREASURY	7	45	110	115	147	218	295	346	209	55	13	4	1,564
Statewide Total:	237	1,526	3,381	5,432	6,484	7,846	9,880	11,054	6,411	1,770	357	129	54,507
Average Age:	19.2	22.7	27.7	32.7	37.5	42.6	47.6	52.4	57.1	61.9	66.8	73.9	44.9

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 2000-01 through 2004-05**



2004-05 Grand Total: 54,507

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Source: MAIN MIDB Civil Service HWF27, pay period ending 9-24-05.

Graph 2-5



**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay Period Ending Date: September 24, 2005

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	15	28
ALGER	377	5	382
ALLEGAN	190	66	256
ALPENA	128	16	144
ANTRIM	27	1	28
ARENAC	346	13	359
BARAGA	439	22	461
BARRY	83	24	107
BAY	277	47	324
BENZIE	24	10	34
BERRIEN	377	50	427
BRANCH	730	14	744
CALHOUN	312	27	339
CASS	71	11	82
CHARLEVOIX	21	54	75
CHEBOYGAN	84	64	148
CHIPPEWA	1,270	82	1,352
CLARE	44	23	67
CLINTON	111	28	139
CRAWFORD	251	108	359
DELTA	201	41	242
DICKINSON	49	9	58
EATON	2,963	196	3,159
EMMET	76	35	111
GENESEE	807	113	920
GLADWIN	43	11	54
GOGEBIC	274	18	292
GRAND TRAVERSE	540	60	600
GRATIOT	873	19	892
HILLSDALE	58	7	65
HOUGHTON	114	35	149
HURON	38	43	81
INGHAM	9,796	1,223	11,019
IONIA	1,898	41	1,939
IOSCO	51	44	95
IRON	115	18	133
ISABELLA	547	123	670
JACKSON	2,746	76	2,822
KALAMAZOO	1,005	97	1,102
KALKASKA	50	6	56
KENT	1,623	163	1,786
KEWEENAW	1	19	20
LAKE	44	5	49
LAPEER	411	30	441
LEELANAU	2	6	8
LENAWEE	763	41	804
LIVINGSTON	584	58	642

MAIN MIDB CIVIL SERVICE HWF55

Universe: HR Human Resources

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

## ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 24, 2005

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LUCE	391	21	412
MACKINAC	133	96	229
MACOMB	1,184	106	1,290
MANISTEE	408	35	443
MARQUETTE	857	80	937
MASON	38	30	68
MECOSTA	67	5	72
MENOMINEE	43	21	64
MIDLAND	76	9	85
MISSAUKEE	46	3	49
MONROE	158	48	206
MONTCALM	637	12	649
MONTMORENCY	48	10	58
MUSKEGON	1,083	64	1,147
NEWAYGO	72	10	82
OAKLAND	1,053	198	1,251
OCEANA	55	44	99
OGEMAW	58	19	77
ONTONAGON	26	12	38
OSCEOLA	66	2	68
OSCODA	22	7	29
OTSEGO	246	35	281
OTTAWA	163	65	228
OUT OF STATE	52	4	56
PRESQUE ISLE	16	12	28
ROSCOMMON	129	49	178
SAGINAW	1,054	52	1,106
SANILAC	55	4	59
SCHOOLCRAFT	81	21	102
SHIAWASSEE	77	15	92
STATEWIDE	840	48	888
ST CLAIR	227	72	299
ST JOSEPH	86	4	90
TUSCOLA	479	35	514
VAN BUREN	243	45	288
WASHTENAW	1,754	78	1,832
WAYNE	6,664	338	7,002
WEXFORD	168	33	201
Grand Total:	49,702	4,959	54,661

MAIN MIDB CIVIL SERVICE HWF55

Universe: HR Human Resources

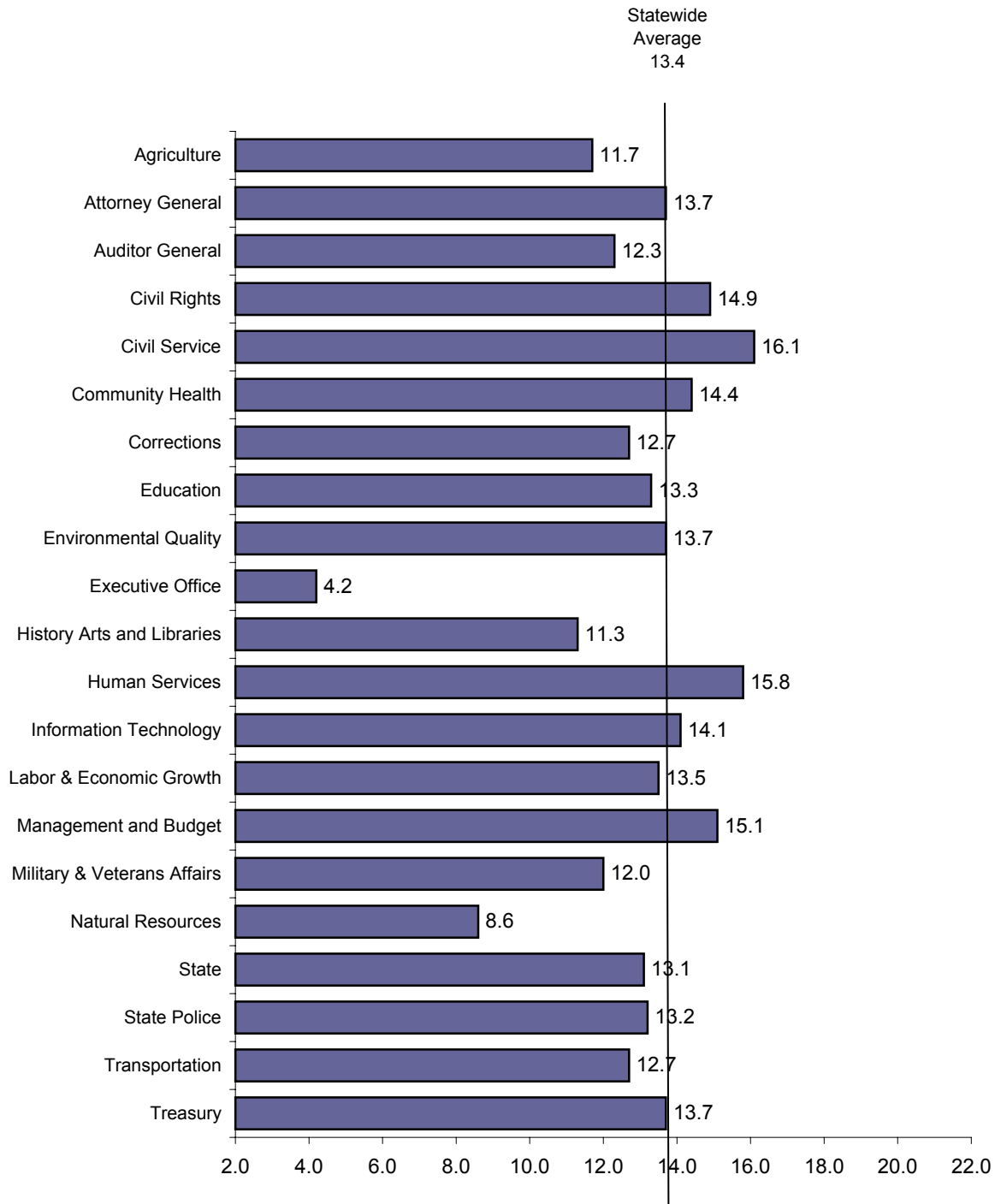
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.



## SECTION THREE

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### **EMPLOYEE CONTINUITY OVERVIEW**

**AVERAGE YEARS OF SERVICE BY DEPARTMENT****Fiscal Year 2004-05**

**Note:** Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

**Comment:** MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 9-24-05.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AGRICULTURE</b>																
LESS THAN 6 YEARS	98	120	5	7	2	1	2	1	1	3	3	1	111	133	1	0
6 - 10 YEARS	48	34	3	5	0	2	0	2	0	1	0	0	51	44	0	1
11- 15 YEARS	40	34	0	1	0	0	1	2	1	2	0	0	42	39	1	1
16 - 20 YEARS	46	36	1	5	0	1	0	0	0	1	0	0	47	43	3	2
21 - 25 YEARS	9	15	0	5	0	0	0	0	1	0	0	0	10	20	0	1
26 - 30 YEARS	26	22	2	1	0	0	2	1	0	0	0	0	30	24	0	4
31 - 35 YEARS	21	6	0	3	0	0	0	0	0	0	0	0	21	9	2	1
36 - 40 YEARS	0	0	0	0	0	0	0	0	2	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>289</b>	<b>268</b>	<b>11</b>	<b>27</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>315</b>	<b>313</b>	<b>7</b>	<b>10</b>
MORE THAN 10 YEARS	143	114	3	15	0	1	3	3	4	3	0	0	153	136	6	9
AVERAGE YEARS	12.5	10.6	10.5	15.0	3.5	9.3	13.6	12.3	22.6	8.4	1.0	3.0	12.4	10.9	19.6	22.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																
LESS THAN 6 YEARS	44	80	14	12	0	0	0	3	0	0	0	0	58	95	0	0
6 - 10 YEARS	33	55	0	9	0	0	1	1	0	2	0	0	34	67	0	0
11- 15 YEARS	13	17	2	1	0	0	0	1	0	0	0	0	15	19	0	0
16 - 20 YEARS	36	37	0	6	0	0	0	3	1	0	0	0	37	46	1	3
21 - 25 YEARS	17	20	5	3	0	0	0	0	0	0	0	0	22	23	0	2
26 - 30 YEARS	29	27	3	3	0	1	2	1	0	0	0	0	34	32	2	1
31 - 35 YEARS	22	5	0	1	0	0	0	0	0	0	0	0	22	6	1	0
36 - 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>200</b>	<b>243</b>	<b>24</b>	<b>35</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>228</b>	<b>290</b>	<b>4</b>	<b>6</b>
MORE THAN 10 YEARS	123	108	10	14	0	1	2	5	1	0	0	0	136	128	4	6
AVERAGE YEARS	16.5	12.0	10.1	11.4	0.0	26.0	21.3	12.3	17.0	6.0	0.0	0.0	15.9	12.0	27.8	22.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																
LESS THAN 6 YEARS	13	19	0	1	0	0	0	0	0	1	0	0	13	21	0	0
6 - 10 YEARS	19	28	1	2	0	0	0	0	0	0	0	0	20	30	0	0
11- 15 YEARS	6	8	0	1	0	0	0	0	0	0	0	0	6	9	0	0
16 - 20 YEARS	8	17	2	0	0	0	0	0	0	0	0	0	10	17	0	2
21 - 25 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	1
26 - 30 YEARS	7	3	1	0	0	0	0	0	0	0	0	0	8	3	0	0
31 - 35 YEARS	8	0	0	0	0	0	0	0	0	0	0	0	8	0	1	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>68</b>	<b>77</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>82</b>	<b>1</b>	<b>3</b>
MORE THAN 10 YEARS	36	30	3	1	0	0	0	0	0	0	0	0	39	31	1	3
AVERAGE YEARS	15.1	9.9	18.0	8.8	0.0	0.0	0.0	0.0	0.0	5.0	0.0	0.0	15.3	9.8	31.0	20.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																
LESS THAN 6 YEARS	7	12	7	16	0	0	0	4	1	1	0	0	15	33	0	0
6 - 10 YEARS	1	2	0	8	0	1	0	0	0	1	0	0	1	12	0	0
11- 15 YEARS	2	2	3	5	0	0	0	1	0	1	0	0	5	9	0	0
16 - 20 YEARS	1	3	2	5	0	0	2	0	0	0	0	0	5	8	0	0
21 - 25 YEARS	1	3	0	2	0	0	0	0	0	0	0	0	1	5	0	0
26 - 30 YEARS	2	4	0	6	0	0	2	1	0	0	0	0	4	11	0	1
31 - 35 YEARS	3	7	5	3	0	0	1	1	1	0	0	0	10	11	0	0
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>17</b>	<b>34</b>	<b>17</b>	<b>47</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>92</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS	9	20	10	23	0	0	5	3	1	1	0	0	25	47	0	1
AVERAGE YEARS	14.2	16.4	15.1	14.0	0.0	8.0	23.6	12.3	17.0	7.3	0.0	0.0	15.8	14.4	0.0	26.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE</b>																
LESS THAN 6 YEARS	5	31	2	7	0	1	0	1	0	1	0	0	7	41	0	0
6 - 10 YEARS	5	19	1	3	0	0	0	0	0	0	0	0	6	22	0	0
11- 15 YEARS	3	14	0	0	0	2	0	0	0	2	0	0	3	18	0	1
16 - 20 YEARS	6	21	0	8	0	0	0	3	0	1	0	0	6	33	1	2
21 - 25 YEARS	5	8	0	5	0	1	0	1	0	0	0	0	5	15	0	0
26 - 30 YEARS	7	24	3	3	1	1	0	1	0	0	0	0	11	29	2	4
31 - 35 YEARS	5	9	1	1	1	0	0	0	0	0	0	0	7	10	1	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>36</b>	<b>127</b>	<b>7</b>	<b>27</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>169</b>	<b>4</b>	<b>7</b>
MORE THAN 10 YEARS	26	77	4	17	2	4	0	5	0	3	0	0	32	106	4	7
AVERAGE YEARS	18.5	15.3	17.0	16.1	29.0	15.8	0.0	18.0	0.0	12.8	0.0	0.0	18.7	15.5	26.8	23.4
<b>DEPARTMENT AVERAGE YEARS</b>	<b>16.1</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>COMMUNITY HEALTH</b>																
LESS THAN 6 YEARS	293	617	70	153	2	4	14	12	15	18	6	11	400	815	1	3
6 - 10 YEARS	176	350	27	82	3	3	6	4	12	16	0	0	224	455	4	4
11- 15 YEARS	94	198	23	68	1	1	7	5	5	15	0	0	130	287	7	14
16 - 20 YEARS	134	292	35	99	1	5	6	15	9	19	0	0	185	430	20	22
21 - 25 YEARS	121	198	36	73	1	3	6	10	5	8	0	0	169	292	19	24
26 - 30 YEARS	256	324	70	80	1	5	5	11	9	6	0	0	341	426	21	28
31 - 35 YEARS	67	81	8	13	0	0	1	0	0	3	0	0	76	97	8	4
36 - 40 YEARS	7	10	0	1	0	0	0	1	0	0	0	0	7	12	1	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,148</b>	<b>2,070</b>	<b>269</b>	<b>569</b>	<b>9</b>	<b>21</b>	<b>45</b>	<b>58</b>	<b>55</b>	<b>85</b>	<b>6</b>	<b>11</b>	<b>1,532</b>	<b>2,814</b>	<b>81</b>	<b>101</b>
MORE THAN 10 YEARS	679	1,103	172	334	4	14	25	42	28	51	0	0	908	1,544	76	94
AVERAGE YEARS	15.6	13.8	15.8	14.1	12.6	16.1	12.8	16.6	13.3	13.4	1.3	1.6	15.4	13.9	22.2	21.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.4</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																
LESS THAN 6 YEARS	1,443	863	222	317	28	10	33	32	10	3	29	15	1,765	1,240	6	2
6 - 10 YEARS	2,417	1,000	278	348	66	22	76	35	11	5	0	1	2,848	1,411	12	6
11- 15 YEARS	1,436	544	154	154	35	10	28	19	6	3	0	0	1,659	730	29	22
16 - 20 YEARS	3,080	873	391	358	87	21	64	22	9	4	0	0	3,631	1,278	186	61
21 - 25 YEARS	492	188	88	87	17	3	9	2	0	1	0	0	606	281	45	22
26 - 30 YEARS	487	229	61	60	8	2	4	6	0	0	0	0	560	297	51	14
31 - 35 YEARS	77	36	13	13	1	0	3	0	0	0	0	0	94	49	12	4
36 - 40 YEARS	8	4	0	1	0	0	0	0	0	0	0	0	8	5	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>9,440</b>	<b>3,738</b>	<b>1,207</b>	<b>1,338</b>	<b>242</b>	<b>68</b>	<b>217</b>	<b>116</b>	<b>36</b>	<b>16</b>	<b>29</b>	<b>16</b>	<b>11,171</b>	<b>5,292</b>	<b>341</b>	<b>131</b>
MORE THAN 10 YEARS	5,580	1,875	707	673	148	36	108	49	15	8	0	0	6,558	2,641	323	123
AVERAGE YEARS	13.1	12.0	13.3	12.2	13.3	12.2	12.0	10.4	9.6	11.4	3.0	2.4	13.0	12.0	19.6	18.9
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																
LESS THAN 6 YEARS	43	72	3	6	0	0	0	1	0	0	0	0	46	79	0	0
6 - 10 YEARS	15	44	1	3	0	0	0	1	0	0	0	0	16	48	0	0
11- 15 YEARS	4	18	0	0	0	0	0	0	0	0	0	0	4	18	0	0
16 - 20 YEARS	4	35	0	4	0	0	1	3	0	1	0	0	5	43	0	2
21 - 25 YEARS	2	18	1	0	0	1	0	1	0	0	0	0	3	20	0	3
26 - 30 YEARS	14	38	0	3	0	0	0	1	0	0	0	0	14	42	2	1
31 - 35 YEARS	3	19	0	4	0	0	0	0	0	0	0	0	3	23	1	2
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>85</b>	<b>246</b>	<b>5</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>91</b>	<b>275</b>	<b>3</b>	<b>8</b>
MORE THAN 10 YEARS	27	130	1	11	0	1	1	5	0	1	0	0	29	148	3	8
AVERAGE YEARS	9.9	14.2	7.6	15.9	0.0	25.0	20.0	15.7	0.0	19.0	0.0	0.0	9.8	14.4	28.0	24.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ENVIRONMENTAL QUALITY</b>																
LESS THAN 6 YEARS	166	178	8	5	2	1	2	3	2	2	3	8	183	197	0	0
6 - 10 YEARS	95	102	3	6	0	0	1	1	2	5	0	0	101	114	0	0
11- 15 YEARS	152	98	2	6	0	0	3	1	10	3	0	0	167	108	4	4
16 - 20 YEARS	116	120	8	18	1	2	4	4	5	2	0	0	134	146	4	5
21 - 25 YEARS	49	44	6	5	0	1	0	2	2	2	0	0	57	54	4	3
26 - 30 YEARS	113	63	2	5	1	0	1	0	1	1	0	0	118	69	7	3
31 - 35 YEARS	34	14	0	2	0	0	0	0	2	0	0	0	36	16	0	0
36 - 40 YEARS	3	4	0	0	0	0	1	0	0	0	0	0	4	4	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>728</b>	<b>623</b>	<b>29</b>	<b>47</b>	<b>4</b>	<b>4</b>	<b>12</b>	<b>11</b>	<b>24</b>	<b>15</b>	<b>3</b>	<b>8</b>	<b>800</b>	<b>708</b>	<b>20</b>	<b>15</b>
MORE THAN 10 YEARS	467	343	18	36	2	3	9	7	20	8	0	0	516	397	20	15
AVERAGE YEARS	14.5	12.6	13.6	16.8	12.5	15.8	15.8	13.0	15.8	12.3	0.0	0.6	14.5	12.8	22.4	19.8
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																
LESS THAN 6 YEARS	10	22	1	7	0	0	0	2	0	0	0	1	11	32	0	0
6 - 10 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>12</b>	<b>27</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>14</b>	<b>37</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS	0	3	1	0	0	0	0	0	0	0	0	0	1	3	0	1
AVERAGE YEARS	2.5	5.0	10.0	2.7	0.0	0.0	0.0	3.0	0.0	0.0	0.0	3.0	3.6	4.4	0.0	37.0
<b>DEPARTMENT AVERAGE YEARS</b>			<b>4.2</b>													

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HISTORY ARTS AND LIBRARIES</b>																
LESS THAN 6 YEARS	37	51	1	2	0	0	1	2	0	1	4	4	43	60	0	0
6 - 10 YEARS	21	27	1	0	2	0	0	0	0	1	0	0	24	28	2	1
11- 15 YEARS	5	4	1	1	0	0	0	0	0	0	0	0	6	5	0	0
16 - 20 YEARS	10	23	0	0	1	0	0	2	0	0	0	0	11	25	3	1
21 - 25 YEARS	2	6	1	2	0	0	0	0	0	0	0	0	3	8	1	0
26 - 30 YEARS	13	12	0	2	0	0	0	1	0	0	0	0	13	15	1	1
31 - 35 YEARS	6	8	0	0	0	0	1	0	0	0	0	0	7	8	1	0
36 - 40 YEARS	1	0	0	0	1	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>95</b>	<b>131</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>109</b>	<b>149</b>	<b>8</b>	<b>3</b>
MORE THAN 10 YEARS	37	53	2	5	2	0	1	3	0	0	0	0	42	61	6	2
AVERAGE YEARS	11.6	11.3	11.3	16.1	16.5	0.0	16.0	12.4	0.0	5.0	0.8	0.5	11.4	11.2	19.0	17.0
<b>DEPARTMENT AVERAGE YEARS</b>	<b>11.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>HUMAN SERVICES</b>																
LESS THAN 6 YEARS	263	992	70	480	3	7	23	67	4	5	0	4	363	1,555	0	4
6 - 10 YEARS	271	803	124	635	1	11	15	73	5	12	0	0	416	1,534	0	20
11- 15 YEARS	173	611	66	250	2	14	14	46	1	12	0	0	256	933	17	37
16 - 20 YEARS	222	570	83	329	1	8	29	71	6	8	0	0	341	986	26	50
21 - 25 YEARS	127	564	43	308	2	7	4	25	3	4	0	0	179	908	19	82
26 - 30 YEARS	355	833	61	473	2	10	10	15	4	4	0	0	432	1,335	36	84
31 - 35 YEARS	145	292	15	163	0	0	1	7	2	0	0	0	163	462	17	24
36 - 40 YEARS	24	24	1	12	1	1	1	1	0	0	0	0	27	38	3	4
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	1
<b>DEPARTMENT TOTAL</b>	<b>1,581</b>	<b>4,689</b>	<b>464</b>	<b>2,651</b>	<b>12</b>	<b>58</b>	<b>97</b>	<b>305</b>	<b>25</b>	<b>45</b>	<b>0</b>	<b>4</b>	<b>2,179</b>	<b>7,752</b>	<b>118</b>	<b>306</b>
MORE THAN 10 YEARS	1,047	2,894	270	1,536	8	40	59	165	16	28	0	0	1,400	4,663	118	282
AVERAGE YEARS	17.4	15.7	14.5	15.6	17.3	15.8	13.1	12.5	16.2	13.0	0.0	1.5	16.6	15.5	23.8	22.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.8</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>INFORMATION TECHNOLOGY</b>																
LESS THAN 6 YEARS	163	79	7	6	1	0	2	2	10	6	68	17	251	110	0	0
6 - 10 YEARS	275	105	14	14	1	0	6	3	14	4	0	0	310	126	4	2
11- 15 YEARS	86	55	2	5	0	1	2	2	5	4	0	0	95	67	3	6
16 - 20 YEARS	110	121	23	25	1	1	4	6	7	5	1	0	146	158	12	9
21 - 25 YEARS	31	45	7	14	0	0	1	3	3	6	0	0	42	68	4	4
26 - 30 YEARS	101	96	11	11	0	0	2	4	2	1	0	0	116	112	14	1
31 - 35 YEARS	52	37	3	3	1	0	2	2	0	1	0	0	58	43	3	3
36 - 40 YEARS	5	4	0	0	0	0	0	0	0	0	0	0	5	4	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>823</b>	<b>542</b>	<b>67</b>	<b>78</b>	<b>4</b>	<b>2</b>	<b>19</b>	<b>22</b>	<b>41</b>	<b>27</b>	<b>69</b>	<b>17</b>	<b>1,023</b>	<b>688</b>	<b>41</b>	<b>25</b>
MORE THAN 10 YEARS	385	358	46	58	2	2	11	17	17	17	1	0	462	452	37	23
AVERAGE YEARS	13.4	16.4	16.7	17.6	14.8	15.0	15.3	18.1	10.7	14.1	1.6	0.9	12.7	16.1	21.6	18.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>14.1</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>LABOR &amp; ECONOMIC GROWTH</b>																
LESS THAN 6 YEARS	345	602	91	325	1	4	18	32	7	14	3	7	465	984	7	10
6 - 10 YEARS	167	253	23	78	2	2	6	12	3	9	0	0	201	354	8	5
11- 15 YEARS	144	198	23	72	1	3	4	10	1	5	0	0	173	288	15	22
16 - 20 YEARS	160	247	41	104	1	3	10	21	5	7	0	0	217	382	25	30
21 - 25 YEARS	76	139	25	50	2	4	5	3	3	3	0	0	111	199	17	23
26 - 30 YEARS	162	278	39	108	1	2	3	12	1	3	0	0	206	403	35	36
31 - 35 YEARS	72	94	11	56	0	1	1	2	1	0	0	0	85	153	14	20
36 - 40 YEARS	14	15	1	3	0	0	0	1	0	0	0	0	15	19	2	2
MORE THAN 40 YEARS	3	0	2	0	0	0	0	0	0	0	0	0	5	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,143</b>	<b>1,826</b>	<b>256</b>	<b>796</b>	<b>8</b>	<b>19</b>	<b>47</b>	<b>93</b>	<b>21</b>	<b>41</b>	<b>3</b>	<b>7</b>	<b>1,478</b>	<b>2,782</b>	<b>123</b>	<b>148</b>
MORE THAN 10 YEARS	631	971	142	393	5	13	23	49	11	18	0	0	812	1,444	108	133
AVERAGE YEARS	13.9	13.5	14.0	12.8	14.8	16.4	11.8	12.7	13.0	11.1	2.3	2.0	13.9	13.3	21.2	21.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.5</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MANAGEMENT &amp; BUDGET</b>																
LESS THAN 6 YEARS	113	101	0	6	0	0	4	1	1	1	9	11	127	120	0	0
6 - 10 YEARS	94	85	10	5	0	1	0	2	0	0	0	0	104	93	0	0
11- 15 YEARS	39	37	3	4	0	0	3	2	0	0	0	0	45	43	4	1
16 - 20 YEARS	66	61	11	6	0	0	3	1	5	1	0	0	85	69	5	5
21 - 25 YEARS	29	22	5	2	0	0	1	2	1	1	0	0	36	27	3	2
26 - 30 YEARS	95	63	10	5	1	1	6	1	0	0	0	0	112	70	9	4
31 - 35 YEARS	36	21	2	4	1	0	9	2	0	0	0	0	48	27	3	0
36 - 40 YEARS	8	2	0	0	0	0	0	0	0	0	0	0	8	2	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>480</b>	<b>392</b>	<b>41</b>	<b>32</b>	<b>2</b>	<b>2</b>	<b>26</b>	<b>11</b>	<b>7</b>	<b>3</b>	<b>9</b>	<b>11</b>	<b>565</b>	<b>451</b>	<b>26</b>	<b>12</b>
MORE THAN 10 YEARS	273	206	31	21	2	1	22	8	6	2	0	0	334	238	26	12
AVERAGE YEARS	15.5	14.0	19.0	16.3	30.0	18.0	22.4	18.0	16.0	15.7	2.6	2.0	15.9	14.0	24.6	21.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>15.1</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY AFFAIRS</b>																
LESS THAN 6 YEARS	111	122	7	47	0	0	4	6	1	1	1	1	124	177	0	1
6 - 10 YEARS	54	78	9	32	0	1	6	3	0	3	0	0	69	117	1	0
11- 15 YEARS	70	52	2	14	0	2	3	0	0	0	0	0	75	68	2	1
16 - 20 YEARS	43	69	7	11	1	2	1	2	0	1	0	0	52	85	5	2
21 - 25 YEARS	25	37	2	3	3	0	1	0	0	0	0	0	31	40	5	1
26 - 30 YEARS	29	48	3	8	1	0	0	3	0	0	0	0	33	59	3	2
31 - 35 YEARS	12	10	0	0	1	0	0	0	0	0	0	0	13	10	1	1
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>348</b>	<b>416</b>	<b>30</b>	<b>115</b>	<b>6</b>	<b>5</b>	<b>15</b>	<b>14</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>401</b>	<b>556</b>	<b>17</b>	<b>8</b>
MORE THAN 10 YEARS	183	216	14	36	6	4	5	5	0	1	0	0	208	262	16	7
AVERAGE YEARS	12.1	12.7	11.7	9.3	25.2	15.6	9.1	11.4	5.0	8.0	3.0	0.0	12.1	11.9	20.7	20.1
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NATURAL RESOURCES</b>																
LESS THAN 6 YEARS	813	548	7	7	4	1	9	2	4	2	6	3	843	563	5	1
6 - 10 YEARS	240	104	5	4	2	1	1	2	3	0	0	0	251	111	1	1
11- 15 YEARS	162	67	5	7	1	0	4	1	0	2	0	0	172	77	1	2
16 - 20 YEARS	167	86	7	4	7	2	3	5	0	0	0	0	184	97	10	4
21 - 25 YEARS	68	46	5	5	2	0	1	0	1	0	0	0	77	51	0	2
26 - 30 YEARS	113	39	1	2	5	1	1	2	0	1	0	0	120	45	7	3
31 - 35 YEARS	61	9	0	1	0	0	0	0	0	0	0	0	61	10	3	2
36 - 40 YEARS	20	1	0	0	0	0	1	0	0	0	0	0	21	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,644</b>	<b>900</b>	<b>30</b>	<b>30</b>	<b>21</b>	<b>5</b>	<b>20</b>	<b>12</b>	<b>8</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>1,729</b>	<b>955</b>	<b>29</b>	<b>15</b>
MORE THAN 10 YEARS	591	248	18	19	15	3	10	8	1	3	0	0	635	281	23	13
AVERAGE YEARS	9.3	6.7	12.6	13.5	16.5	14.8	11.2	14.5	7.8	10.4	0.2	0.0	9.4	7.1	19.9	20.3
<b>DEPARTMENT AVERAGE YEARS</b>	<b>8.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																
LESS THAN 6 YEARS	67	335	14	101	2	2	3	20	0	4	3	21	89	483	0	2
6 - 10 YEARS	41	206	7	59	0	7	2	6	2	2	0	0	52	280	2	5
11- 15 YEARS	17	113	2	33	0	3	1	12	2	2	0	0	22	163	1	19
16 - 20 YEARS	39	168	6	83	2	2	3	14	2	5	0	0	52	272	4	30
21 - 25 YEARS	11	128	7	40	0	0	0	8	0	3	0	0	18	179	1	18
26 - 30 YEARS	54	110	7	29	0	1	2	8	0	0	0	0	63	148	6	7
31 - 35 YEARS	19	42	0	3	0	0	0	1	0	0	0	0	19	46	4	1
36 - 40 YEARS	0	11	0	1	0	0	0	0	0	0	0	0	0	12	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>248</b>	<b>1,113</b>	<b>43</b>	<b>349</b>	<b>4</b>	<b>15</b>	<b>11</b>	<b>69</b>	<b>6</b>	<b>16</b>	<b>3</b>	<b>21</b>	<b>315</b>	<b>1,583</b>	<b>18</b>	<b>83</b>
MORE THAN 10 YEARS	140	572	22	189	2	6	6	43	4	10	0	0	174	820	16	76
AVERAGE YEARS	15.0	13.0	13.3	12.6	10.0	11.3	13.9	13.7	13.7	13.5	1.3	0.2	14.5	12.8	23.4	18.6
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.1</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																
LESS THAN 6 YEARS	296	161	8	6	1	1	4	5	0	1	1	1	310	175	0	0
6 - 10 YEARS	516	131	25	15	9	1	13	1	4	0	0	0	567	148	0	0
11- 15 YEARS	259	110	21	5	9	0	7	0	1	2	0	0	297	117	4	1
16 - 20 YEARS	378	146	67	18	10	0	22	5	3	1	0	0	480	170	4	4
21 - 25 YEARS	77	37	23	7	1	1	7	3	0	1	0	0	108	49	2	2
26 - 30 YEARS	124	60	14	7	1	3	2	3	0	0	0	0	141	73	2	2
31 - 35 YEARS	44	17	2	1	0	0	2	0	0	0	0	0	48	18	1	0
36 - 40 YEARS	11	6	1	0	0	0	0	0	0	0	0	0	12	6	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,705</b>	<b>668</b>	<b>161</b>	<b>59</b>	<b>31</b>	<b>6</b>	<b>57</b>	<b>17</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1,963</b>	<b>756</b>	<b>13</b>	<b>9</b>
MORE THAN 10 YEARS	893	376	128	38	21	4	40	11	4	4	0	0	1,086	433	13	9
AVERAGE YEARS	12.7	13.1	16.8	15.4	13.4	18.7	15.1	15.2	11.8	14.4	1.0	0.0	13.1	13.4	19.9	20.7
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.2</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TRANSPORTATION</b>																
LESS THAN 6 YEARS	649	273	36	39	8	1	8	5	16	11	2	2	719	331	2	0
6 - 10 YEARS	313	100	19	10	6	5	4	2	6	6	0	0	348	123	0	0
11- 15 YEARS	230	98	20	11	2	1	6	0	3	0	0	0	261	110	6	4
16 - 20 YEARS	343	121	32	19	6	3	15	6	5	2	0	0	401	151	26	12
21 - 25 YEARS	82	67	12	10	4	1	4	1	1	0	0	0	103	79	5	11
26 - 30 YEARS	165	87	22	20	8	0	10	2	4	0	0	0	209	109	20	10
31 - 35 YEARS	71	23	11	8	3	0	6	0	1	0	0	0	92	31	8	4
36 - 40 YEARS	42	8	0	0	0	0	0	0	5	0	0	0	47	8	8	2
MORE THAN 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	2	0
<b>DEPARTMENT TOTAL</b>	<b>1,901</b>	<b>777</b>	<b>152</b>	<b>117</b>	<b>37</b>	<b>11</b>	<b>53</b>	<b>16</b>	<b>41</b>	<b>19</b>	<b>2</b>	<b>2</b>	<b>2,186</b>	<b>942</b>	<b>77</b>	<b>43</b>
MORE THAN 10 YEARS	939	404	97	68	23	5	41	9	19	2	0	0	1,119	488	75	43
AVERAGE YEARS	12.4	12.5	15.1	14.0	16.6	11.5	18.3	13.3	13.6	5.1	0.5	1.0	12.8	12.5	24.6	23.2
<b>DEPARTMENT AVERAGE YEARS</b>	<b>12.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																
LESS THAN 6 YEARS	146	249	18	53	1	1	4	6	9	11	2	0	180	320	0	3
6 - 10 YEARS	70	124	7	19	0	0	2	5	2	2	0	0	81	150	1	2
11- 15 YEARS	51	61	6	18	0	2	0	4	2	0	0	0	59	85	5	3
16 - 20 YEARS	45	106	23	44	0	0	5	17	5	1	0	0	78	168	6	7
21 - 25 YEARS	12	71	5	19	1	1	3	4	2	0	0	0	23	95	3	6
26 - 30 YEARS	42	134	11	28	0	1	3	5	0	0	0	0	56	168	9	11
31 - 35 YEARS	36	28	5	6	0	0	2	0	1	1	0	0	44	35	4	1
36 - 40 YEARS	9	8	1	0	0	1	0	0	0	0	0	0	10	9	4	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
<b>DEPARTMENT TOTAL</b>	<b>414</b>	<b>781</b>	<b>76</b>	<b>187</b>	<b>2</b>	<b>6</b>	<b>19</b>	<b>41</b>	<b>21</b>	<b>15</b>	<b>2</b>	<b>0</b>	<b>534</b>	<b>1,030</b>	<b>33</b>	<b>34</b>
MORE THAN 10 YEARS	198	408	51	115	1	5	13	30	10	2	0	0	273	560	32	29
AVERAGE YEARS	13.0	13.7	15.7	14.5	13.0	19.3	18.0	15.3	10.7	5.8	3.0	0.0	13.4	13.9	24.9	20.5
<b>DEPARTMENT AVERAGE YEARS</b>	<b>13.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

Table 3-1

DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																
LESS THAN 6 YEARS	5,125	5,527	591	1,603	55	34	131	207	81	86	140	107	6,123	7,564	22	26
6 - 10 YEARS	4,873	3,652	558	1,337	92	57	139	153	64	69	0	1	5,726	5,269	35	47
11- 15 YEARS	2,986	2,339	335	656	51	39	83	106	37	53	0	0	3,492	3,193	99	138
16 - 20 YEARS	5,014	3,153	740	1,146	119	50	172	200	62	59	1	0	6,108	4,608	341	253
21 - 25 YEARS	1,241	1,658	271	640	33	23	42	65	22	29	0	0	1,609	2,415	128	207
26 - 30 YEARS	2,194	2,495	321	854	30	28	55	78	21	16	0	0	2,621	3,471	227	217
31 - 35 YEARS	794	758	76	285	8	1	29	15	8	5	0	0	915	1,064	85	67
36 - 40 YEARS	164	104	4	20	2	2	3	3	7	0	0	0	180	129	24	13
MORE THAN 40 YEARS	14	2	3	1	0	0	0	0	0	0	0	0	17	3	3	1
<b>STATEWIDE TOTAL</b>	<b>22,405</b>	<b>19,688</b>	<b>2,899</b>	<b>6,542</b>	<b>390</b>	<b>234</b>	<b>654</b>	<b>827</b>	<b>302</b>	<b>317</b>	<b>141</b>	<b>108</b>	<b>26,791</b>	<b>27,716</b>	<b>964</b>	<b>969</b>
MORE THAN 10 YEARS	12,407	10,509	1,750	3,602	243	143	384	467	157	162	1	0	14,942	14,883	907	896
AVERAGE YEARS	13.3	13.4	14.3	14.1	14.2	14.4	13.9	13.1	12.8	11.7	1.8	1.3	13.4	13.5	21.6	21.0
<b>STATEWIDE AVERAGE YEARS</b>	<b>13.4</b>															

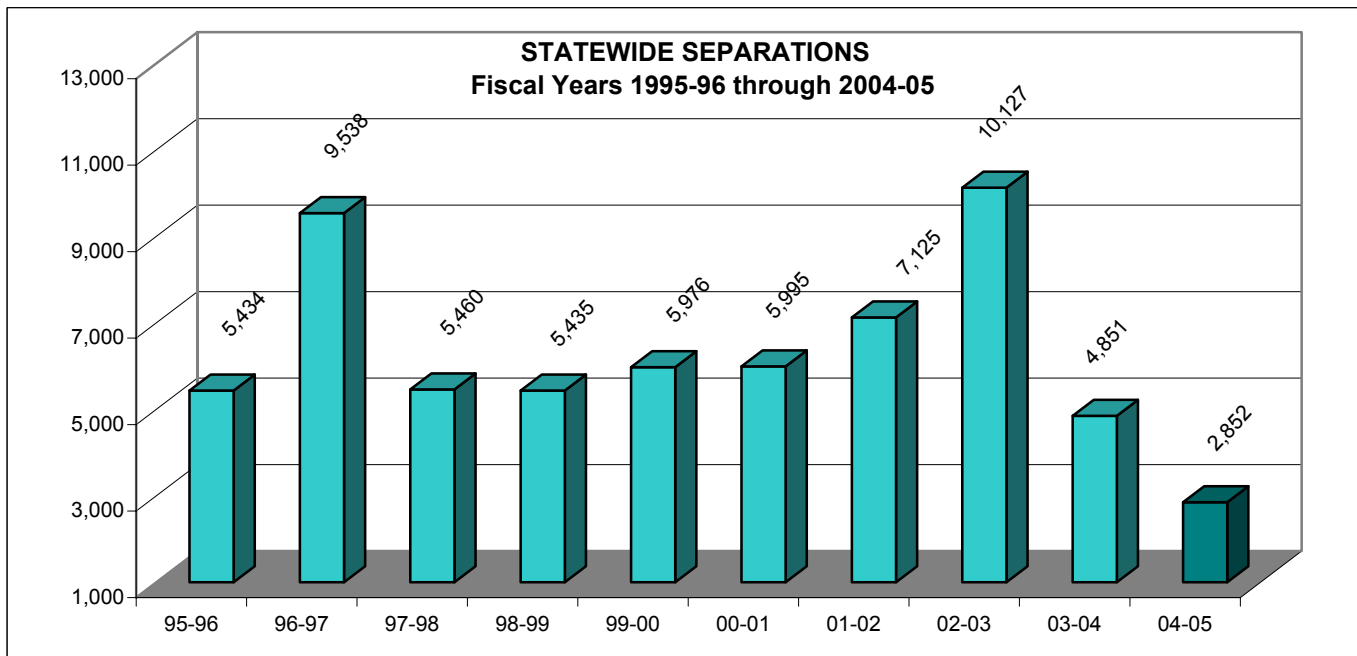
**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.



Table 3-2

**STATEWIDE SEPARATIONS BY REASON**  
**Fiscal Year 2004-05**

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<i>INVOLUNTARY SEPARATIONS</i>		
Death	76	2.7%
Dismissal	216	7.6%
Expired Appointment	256	9.0%
<b>Total Involuntary Separations</b>	<b>548</b>	<b>19.2%</b>
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	743	26.1%
Layoff/Leave of Absence Rights Expired	277	9.7%
Waived Rights Leave of Absence	191	6.7%
Settlement	1	0.0%
<b>Total Voluntary Separations</b>	<b>1,212</b>	<b>42.5%</b>
<i>RETIREMENT</i>		
Retirement	741	26.0%
Disability Retirement	123	4.3%
Deferred Retirement	121	4.2%
<b>Total Retirements</b>	<b>985</b>	<b>34.5%</b>
<i>UNDEFINED SEPARATIONS</i>	<b>107</b>	<b>3.8%</b>
<b>TOTAL SEPARATIONS</b>	<b>2,852</b>	<b>100.0%</b>



Source: MAIN MIDB Civil Service HWF10 for each fiscal year.

Comments: Starting in FY 2005 separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 96% of all non-career appointments at the end of FY 2005.

# NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-26-2004 TO PAY PERIOD ENDING SEP-24-2005

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	18	20	0	0	38	113	0	0	1	0	114	-76
ATTORNEY GENERAL	41	0	1	0	42	28	0	0	0	0	28	14
AUDITOR GENERAL	12	2	0	0	14	13	0	0	0	0	13	1
CAREER DEVELOPMENT	0	0	0	0	0	6	0	0	0	0	6	-6
CIVIL RIGHTS	4	3	0	0	7	12	0	0	2	0	14	-7
CIVIL SERVICE	5	4	0	0	9	9	0	0	0	0	9	0
COMMUNITY HEALTH	192	55	14	0	261	471	0	21	29	4	525	-264
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	14	0	0	0	0	14	-14
CORRECTIONS	363	11	28	2	404	863	0	0	25	5	893	-489
EDUCATION	36	1	0	0	37	19	0	0	0	0	19	18
ENVIRONMENTAL QUALITY	48	41	0	0	89	84	0	0	2	0	86	3
EXECUTIVE OFFICE	7	3	0	0	10	6	0	0	0	0	6	4
HISTORY ARTS AND LIBRARIES	2	27	15	0	44	53	0	0	0	0	53	-9
HUMAN SERVICES	282	4	48	3	337	427	0	1	70	6	504	-167
INFORMATION TECHNOLOGY	37	17	0	0	54	84	0	0	2	0	86	-32
LABOR & ECONOMIC GROWTH	225	64	4	0	293	204	0	10	15	1	230	63
MANAGEMENT & BUDGET	32	44	0	0	76	73	0	0	2	0	75	1
MILITARY AFFAIRS	43	23	1	0	67	62	0	0	6	0	68	-1
NATURAL RESOURCES	54	897	268	0	1,219	901	4	0	3	0	908	311
STATE	26	125	0	0	151	145	0	0	5	0	150	1
STATE POLICE	61	21	0	0	82	94	0	0	5	0	99	-17
TRANSPORTATION	118	213	29	0	360	321	0	0	4	3	328	32
TREASURY	77	26	3	0	106	130	1	0	6	1	138	-32
<b>STATEWIDE TOTALS</b>	<b>1,683</b>	<b>1,601</b>	<b>411</b>	<b>5</b>	<b>3,700</b>	<b>4,132</b>	<b>5</b>	<b>32</b>	<b>177</b>	<b>20</b>	<b>4,366</b>	<b>-666</b>

**NOTE:** This report reflects classified employees in full time, part-time, permanent intermittent, limited term, seasonal, and non-career active employees for hires, rehires and returns. This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE HWF35  
 REPORT SEQUENCE: HRS\_DEPT\_CD\_DESC  
 TABLES USED: HRM\_APPT\_DEPART

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2005**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78	64,456	*	*
1978-79	68,105	8,483	12.5%

**TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE  
1943 to 2005**

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,334	7.0%
2001-02	60,147	6,214	10.3%
2002-03	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05	52,614	2,852	5.4%

\* Turnover Figures for 1977-78 are not available.

Note: Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 96% of all non-career appointments at the end of FY 2005. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1986-87 waived rights leaves of absence were counted as turnover separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

Comments: Of the 2,852 turnover separations during fiscal year 2004-05, 743 (26%) were resignations and 741 (26%) were retirements.

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2000-01 Through 2004-05

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Agriculture</b>			
2000-01	697	226	32.4%
2001-02	702	104	14.8%
2002-03	635	124	19.5%
2003-04	687	91	13.2%
2004-05	641	101	15.8%
<b>Attorney General</b>			
2000-01	558	36	6.5%
2001-02	538	32	6.0%
2002-03	474	54	11.4%
2003-04	489	36	7.4%
2004-05	524	32	6.1%
<b>Auditor General</b>			
2000-01	179	10	5.6%
2001-02	176	8	4.6%
2002-03	157	13	8.3%
2003-04	150	10	6.7%
2004-05	143	4	2.8%
<b>Career Development</b>			
2000-01	1,088	118	10.8%
2001-02	1,079	91	8.4%
2002-03	911	169	18.6%
2003-04	901	47	5.2%
2004-05	34	6	17.6%
<b>Civil Rights</b>			
2000-01	166	22	13.3%
2001-02	164	17	10.4%
2002-03	135	42	31.1%
2003-04	133	15	11.3%
2004-05	131	7	5.3%
<b>Civil Service</b>			
2000-01	206	12	5.8%
2001-02	200	25	12.5%
2002-03	176	26	14.8%
2003-04	189	10	5.3%
2004-05	210	7	3.3%
<b>Community Health</b>			
2000-01	5,838	673	11.5%
2001-02	5,370	864	16.1%
2002-03	4,465	992	22.2%
2003-04	4,576	548	12.0%
2004-05	4,424	503	11.4%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2000-01 Through 2004-05

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Consumer and Industry Services</b>			
2000-01	3,823	239	6.3%
2001-02	3,735	476	12.7%
2002-03	3,186	815	25.6%
2003-04	3,170	192	6.1%
2004-05	209	12	5.7%
<b>Corrections</b>			
2000-01	18,296	1,135	6.2%
2001-02	17,821	1,191	6.7%
2002-03	17,222	1,297	7.5%
2003-04	16,781	921	5.5%
2004-05	16,543	870	5.3%
<b>Education</b>			
2000-01	396	51	12.9%
2001-02	393	50	12.7%
2002-03	298	71	23.8%
2003-04	324	23	7.1%
2004-05	352	20	5.7%
<b>Environmental Quality</b>			
2000-01	1,617	89	5.5%
2001-02	1,567	101	6.4%
2002-03	1,370	143	10.4%
2003-04	1,444	82	5.7%
2004-05	1,419	48	3.4%
<b>Executive Office</b>			
2000-01	67	12	17.9%
2001-02	58	11	18.9%
2002-03	51	20	39.2%
2003-04	49	7	14.3%
2004-05	45	2	4.4%
<b>History Arts and Libraries</b>			
2000-01	--	--	--
2001-02 <sup>1</sup>	295	49	16.6%
2002-03	287	76	26.5%
2003-04	272	53	19.5%
2004-05	203	8	3.9%
<b>Human Services</b>			
2000-01	13,139	614	4.7%
2001-02	12,554	1,524	12.1%
2002-03	10,303	2,270	22.0%
2003-04	10,104	482	4.8%
2004-05	9,953	434	4.4%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2000-01 Through 2004-05

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Information Technology</b>			
2000-01	--	--	--
2001-02	--	--	--
2002-03	1,730	251	14.5%
2003-04	1,721	98	5.7%
2004-05	1,675	65	3.9%
<b>Labor and Economic Growth</b>			
2000-01	--	--	--
2001-02	--	--	--
2002-03	--	--	--
2003-04 <sup>2</sup>	55	4	7.3%
2004-05	3,751	155	4.1%
<b>Management and Budget</b>			
2000-01	1,931	144	7.5%
2001-02	1,851	214	11.6%
2002-03	1,306	195	14.9%
2003-04	1,277	84	6.6%
2004-05	967	40	4.1%
<b>Military and Veterans Affairs</b>			
2000-01	970	125	12.9%
2001-02	962	101	10.5%
2002-03	919	138	15.0%
2003-04	943	75	8.0%
2004-05	928	50	5.4%
<b>Natural Resources</b>			
2000-01	2,509	1,301	51.9%
2001-02	2,446	1,009	41.3%
2002-03	2,265	1,617	71.4%
2003-04	2,327	1,313	56.4%
2004-05	1,669	107	6.4%
<b>State</b>			
2000-01	2,267	185	8.2%
2001-02	2,095	274	13.1%
2002-03	1,836	303	16.5%
2003-04	1,852	140	7.6%
2004-05	1,705	67	3.9%
<b>State Police</b>			
2000-01	3,240	164	5.1%
2001-02	3,164	182	5.8%
2002-03	2,800	296	10.6%
2003-04	2,661	151	5.7%
2004-05	2,704	97	3.6%

**TURNOVER SEPARATIONS BY DEPARTMENT**  
Fiscal Years 2000-01 Through 2004-05

Table 3-5

Department	Average Classified Employment	Separations	Turnover Rate
<b>Transportation</b>			
2000-01	3,253	552	17.0%
2001-02	3,185	449	14.1%
2002-03	2,826	772	27.3%
2003-04	2,956	346	11.7%
2004-05	2,849	90	3.2%
<b>Treasury</b>			
2000-01	1,817	287	15.8%
2001-02	1,793	353	19.7%
2002-03	1,514	443	29.3%
2003-04	1,512	117	7.7%
2004-05	1,535	114	7.4%
<b>Statewide Total</b>			
2000-01	62,057	4,334	7.0%
2001-02	60,147	6,214	10.3%
2002-03	54,866	8,845	16.1%
2003-04	54,573	3,733	6.8%
2004-05 <sup>3</sup>	52,614	2,852	5.4%

<sup>1</sup> The Department of History Arts and Libraries was created by Act 63 of 2001.

<sup>2</sup> The Department of Consumer and Industry Services was renamed Department of Labor & Economic Growth by Executive Order 2003-18.

<sup>3</sup> In FY 2003-04 and FY 2004-05, adjustments of 6 and 13 departures respectively have been added to both separations total columns for final departures from Biologic Products Institute no longer listed on this report. MBPI was sold to the provide firm "BioPort" in September 1998.

**Note:** Starting in FY 2005 turnover separations included separations of all classified employees who were full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only, except for the following non-career appointments: STUDENT\_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represented 96% of all non-career appointments at the end of FY 2005. Turnover separations do not include employees placed on layoff. Before FY2005, turnover separations included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff.

Source: MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.



## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

**Disabled.** Employees have been permitted to identify themselves as “handicapped” or “disabled.” [There is no uniform or objective definition of “handicapped” or “disabled” and employees have been permitted to self-identify as “handicapped” or “disabled.” Identification as “handicapped” or “disabled” does not imply that the employee meets the definition of “disabled” in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

**Gender.** Each race/ethnic group is further broken down by gender: male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the “EEO-4 Report”). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

**STATEWIDE EMPLOYEES BY EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total	
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
01	Official/ Administrator	713	49%	471	32%	101	7%	105	7%	10	1%	4	0%	14	1%	8	1%	14	1%	12	1%	1	0%	1	0%	853	601
02	Professional	6,784	35%	7,890	40%	961	5%	2,888	15%	50	0%	72	0%	187	1%	267	1%	201	1%	222	1%	68	0%	42	0%	8,251	11,381
03	Technician	1,481	52%	903	32%	94	3%	187	7%	11	0%	7	0%	38	1%	27	1%	28	1%	15	1%	21	1%	12	0%	1,673	1,151
04	Protective Service	8,996	69%	1,592	12%	1,037	8%	672	5%	240	2%	37	0%	248	2%	61	0%	32	0%	3	0%	25	0%	6	0%	10,578	2,371
05	Para- Professionals	1,001	15%	3,234	50%	378	6%	1,495	23%	12	0%	46	1%	60	1%	240	4%	14	0%	25	0%	10	0%	13	0%	1,475	5,053
06	Administrative Support	266	4%	4,530	73%	65	1%	1,048	17%	1	0%	57	1%	22	0%	207	3%	3	0%	32	1%	2	0%	7	0%	359	5,881
07	Skilled Craft	1,735	85%	89	4%	113	6%	10	0%	41	2%	0	0%	43	2%	5	0%	4	0%	0	0%	4	0%	0	0%	1,940	104
08	Service/ Maintenance	1,503	50%	1,023	34%	166	6%	149	5%	26	1%	12	0%	47	2%	16	1%	6	0%	8	0%	10	0%	26	1%	1,758	1,234
STATEWIDE TOTALS BY CATEGORY		22,479	41%	19,732	36%	2,915	5%	6,554	12%	391	1%	235	0%	659	1%	831	2%	302	1%	317	1%	141	0%	107	0%	26,887	27,776

**State Employees Grand Total: 54,663**

Note: This report includes all active classified employees in Job Categories 1 - 8.

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: AGRICULTURE</b>															
01	Official/ Administrator	12	67%	6	33%	0	0%	0	0%	0	0%	0	0%	12	6
02	Professional	189	53%	129	36%	8	2%	15	4%	1	0%	2	1%	203	153
03	Technician	36	51%	29	41%	1	1%	1	1%	0	0%	0	0%	40	31
05	Para- Professionals	5	29%	9	53%	0	0%	1	6%	0	0%	1	6%	5	12
06	Administrative Support	4	4%	74	80%	0	0%	10	11%	0	0%	4	4%	4	89
07	Skilled Craft	4	80%	0	0%	0	0%	0	0%	1	20%	0	0%	5	0
08	Service/ Maintenance	39	57%	21	31%	2	3%	0	0%	1	1%	0	0%	46	22
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>289</b>	<b>46%</b>	<b>268</b>	<b>43%</b>	<b>11</b>	<b>2%</b>	<b>27</b>	<b>4%</b>	<b>2</b>	<b>0%</b>	<b>4</b>	<b>1%</b>	<b>315</b>	<b>313</b>
<b>Department Total:</b>														<b>628</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: ATTORNEY GENERAL</b>															
01	Official/ Administrator	58	69%	20	24%	2	2%	3	4%	0	0%	0	0%	60	24
02	Professional	124	52%	82	34%	15	6%	9	4%	0	0%	0	0%	142	96
04	Protective Service	14	50%	7	25%	6	21%	0	0%	1	4%	0	0%	21	7
05	Para- Professionals	3	9%	23	72%	0	0%	4	13%	0	0%	0	0%	3	29
06	Administrative Support	0	0%	110	83%	0	0%	19	14%	0	0%	1	1%	0	133
08	Service/ Maintenance	1	33%	1	33%	1	33%	0	0%	0	0%	0	0%	2	1
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>200</b>	<b>39%</b>	<b>243</b>	<b>47%</b>	<b>24</b>	<b>5%</b>	<b>35</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>0%</b>	<b>228</b>	<b>290</b>
<b>Department Total:</b>														<b>518</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: AUDITOR GENERAL</b>															
01	Official/ Administrator	8	80%	2	20%	0	0%	0	0%	0	0%	0	0%	8	2
02	Professional	56	44%	64	50%	4	3%	3	2%	0	0%	0	0%	60	68
03	Technician	3	43%	4	57%	0	0%	0	0%	0	0%	0	0%	3	4
06	Administrative Support	0	0%	5	83%	0	0%	1	17%	0	0%	0	0%	0	6
07	Skilled Craft	1	33%	2	67%	0	0%	0	0%	0	0%	0	0%	1	2
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>68</b>	<b>44%</b>	<b>77</b>	<b>50%</b>	<b>4</b>	<b>3%</b>	<b>4</b>	<b>3%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>72</b>	<b>82</b>
<b>Department Total:</b>														<b>154</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: CIVIL RIGHTS</b>															
01	Official/ Administrator	4	36%	1	9%	2	18%	1	9%	0	0%	0	0%	8	3
02	Professional	11	12%	24	25%	15	16%	33	35%	0	0%	1	1%	30	65
03	Technician	1	25%	1	25%	0	0%	1	25%	0	0%	0	0%	2	2
05	Para- Professionals	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	1
06	Administrative Support	1	5%	8	36%	0	0%	12	55%	0	0%	0	0%	1	21
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>17</b>	<b>13%</b>	<b>34</b>	<b>26%</b>	<b>17</b>	<b>13%</b>	<b>47</b>	<b>35%</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>1%</b>	<b>41</b>	<b>92</b>
<b>Department Total:</b>														<b>133</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: CIVIL SERVICE</b>															
01	Official/ Administrator	7	35%	10	50%	2	10%	1	5%	0	0%	0	0%	9	11
02	Professional	20	21%	51	53%	3	3%	14	14%	1	1%	3	3%	24	73
03	Technician	1	33%	2	67%	0	0%	0	0%	0	0%	0	0%	1	2
05	Para- Professionals	2	10%	16	80%	0	0%	1	5%	0	0%	0	0%	3	17
06	Administrative Support	4	6%	48	67%	2	3%	11	15%	0	0%	2	3%	6	66
08	Service/ Maintenance	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>36</b>	<b>17%</b>	<b>127</b>	<b>59%</b>	<b>7</b>	<b>3%</b>	<b>27</b>	<b>13%</b>	<b>2</b>	<b>1%</b>	<b>5</b>	<b>2%</b>	<b>45</b>	<b>169</b>
<b>Department Total:</b>														<b>214</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: COMMUNITY HEALTH</b>															
01	Official/ Administrator	75	40%	78	41%	11	6%	10	5%	1	1%	1	1%	0	0%
02	Professional	447	26%	839	48%	62	4%	221	13%	5	0%	7	0%	14	1%
03	Technician	46	18%	137	52%	10	4%	52	20%	0	0%	1	0%	3	1%
04	Protective Service	155	53%	46	16%	49	17%	25	9%	2	1%	1	0%	9	3%
05	Para- Professionals	274	26%	477	45%	96	9%	167	16%	1	0%	4	0%	11	1%
06	Administrative Support	12	2%	384	79%	2	0%	57	12%	0	0%	6	1%	3	1%
07	Skilled Craft	78	80%	3	3%	12	12%	1	1%	0	0%	3	3%	0	0%
08	Service/ Maintenance	66	25%	119	45%	29	11%	39	15%	0	0%	1	0%	2	1%
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,153</b>	<b>26%</b>	<b>2,083</b>	<b>48%</b>	<b>271</b>	<b>6%</b>	<b>572</b>	<b>13%</b>	<b>10</b>	<b>0%</b>	<b>21</b>	<b>0%</b>	<b>45</b>	<b>1%</b>
														<b>Department Total:</b>	
														<b>4,370</b>	



**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female							
Department: CORRECTIONS																															
01	Official/ Administrator	92	50%	51	28%	17	9%	15	8%	3	2%	1	1%	3	2%	0	0%	0	0%	1	1%	0	0%	0	0%	115	68				
02	Professional	1,253	41%	1,039	34%	253	8%	398	13%	16	1%	14	0%	19	1%	25	1%	10	0%	7	0%	4	0%	5	0%	1,555	1,488				
03	Technician	38	25%	87	56%	4	3%	24	15%	0	0%	0	0%	0	0%	0	0%	1	1%	1	1%	0	0%	0	0%	43	112				
04	Protective Service	6,927	68%	1,231	12%	822	8%	625	6%	199	2%	35	0%	176	2%	57	1%	20	0%	2	0%	23	0%	6	0%	8,167	1,956				
05	Para- Professionals	33	8%	314	74%	8	2%	56	13%	2	0%	5	1%	0	0%	5	1%	0	0%	2	0%	0	0%	1	0%	43	383				
06	Administrative Support	41	4%	864	75%	5	0%	188	16%	0	0%	14	1%	1	0%	29	3%	0	0%	3	0%	0	0%	3	0%	47	1,101				
07	Skilled Craft	598	89%	22	3%	27	4%	1	0%	13	2%	0	0%	8	1%	0	0%	1	0%	0	0%	2	0%	0	0%	649	23				
08	Service/ Maintenance	510	64%	148	18%	79	10%	35	4%	9	1%	0	0%	13	2%	2	0%	4	0%	0	0%	0	0%	1	0%	615	186				
DEPARTMENT TOTALS BY CATEGORY:						9,492	57%	3,756	23%	1,215	7%	1,342	8%	242	1%	69	0%	220	1%	118	1%	36	0%	16	0%	29	0%	16	0%	11,234	5,317
Department Total:																								16,551							

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: EDUCATION</b>															
01	Official/ Administrator	5	21%	16	67%	0	0%	3	13%	0	0%	0	0%	5	19
02	Professional	54	28%	126	64%	1	1%	9	5%	0	0%	1	1%	56	140
03	Technician	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0
04	Protective Service	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0
05	Para- Professionals	11	22%	30	60%	2	4%	4	8%	0	0%	1	2%	13	37
06	Administrative Support	1	1%	72	92%	0	0%	4	5%	0	0%	1	1%	1	77
07	Skilled Craft	5	83%	0	0%	1	17%	0	0%	0	0%	0	0%	6	0
08	Service/ Maintenance	6	67%	2	22%	1	11%	0	0%	0	0%	0	0%	7	2
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>85</b>	<b>23%</b>	<b>246</b>	<b>67%</b>	<b>5</b>	<b>1%</b>	<b>20</b>	<b>5%</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>0%</b>	<b>91</b>	<b>275</b>
<b>Department Total:</b>														<b>366</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: ENVIRONMENTAL QUALITY</b>															
01	Official/ Administrator	18	67%	7	26%	1	4%	1	4%	0	0%	0	0%	19	8
02	Professional	613	57%	370	34%	18	2%	21	2%	4	0%	4	0%	666	412
03	Technician	76	48%	58	36%	7	4%	6	4%	0	0%	0	0%	89	71
04	Protective Service	8	50%	4	25%	3	19%	1	6%	0	0%	0	0%	11	5
05	Para- Professionals	5	13%	28	72%	0	0%	4	10%	0	0%	1	3%	5	34
06	Administrative Support	6	3%	157	84%	0	0%	14	7%	0	0%	0	0%	8	179
07	Skilled Craft	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0
08	Service/ Maintenance	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>728</b>	<b>48%</b>	<b>624</b>	<b>41%</b>	<b>29</b>	<b>2%</b>	<b>47</b>	<b>3%</b>	<b>4</b>	<b>0%</b>	<b>4</b>	<b>0%</b>	<b>800</b>	<b>709</b>
<b>Department Total:</b>														<b>1,509</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: EXECUTIVE OFFICE</b>															
01	Official/ Administrator	1	14%	4	57%	1	14%	0	0%	0	0%	0	0%	2	5
02	Professional	2	20%	5	50%	0	0%	2	20%	0	0%	0	0%	2	8
03	Technician	0	0%	3	75%	0	0%	1	25%	0	0%	0	0%	0	4
05	Para- Professionals	8	36%	11	50%	1	5%	1	5%	0	0%	0	0%	9	13
06	Administrative Support	1	13%	4	50%	0	0%	3	38%	0	0%	0	0%	1	7
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>12</b>	<b>24%</b>	<b>27</b>	<b>53%</b>	<b>2</b>	<b>4%</b>	<b>7</b>	<b>14%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>14</b>	<b>37</b>
<b>Department Total:</b>														<b>51</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: HISTORY ARTS AND LIBRARIES</b>															
01	Official/ Administrator	6	35%	10	59%	0	0%	1	6%	0	0%	0	0%	6	11
02	Professional	41	42%	51	52%	1	1%	1	1%	0	0%	0	0%	44	54
03	Technician	2	20%	4	40%	0	0%	0	0%	1	10%	0	0%	5	5
04	Protective Service	3	10%	0	0%	0	0%	0	0%	0	0%	0	0%	3	0
05	Para- Professionals	3	8%	26	72%	3	8%	3	8%	0	0%	0	0%	6	30
06	Administrative Support	4	17%	17	71%	0	0%	1	4%	0	0%	1	4%	4	20
07	Skilled Craft	12	10%	0	0%	0	0%	0	0%	0	0%	0	0%	12	0
08	Service/ Maintenance	24	41%	23	40%	0	0%	1	2%	2	3%	1	2%	29	29
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>95</b>	<b>37%</b>	<b>131</b>	<b>51%</b>	<b>4</b>	<b>2%</b>	<b>7</b>	<b>3%</b>	<b>4</b>	<b>2%</b>	<b>0</b>	<b>0%</b>	<b>109</b>	<b>149</b>
<b>Department Total:</b>														<b>258</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: HUMAN SERVICES</b>															
01	Official/ Administrator	70	35%	62	31%	24	12%	38	19%	2	1%	0	0%	99	102
02	Professional	1,111	18%	2,818	46%	226	4%	1,661	27%	5	0%	25	0%	1,419	4,683
03	Technician	22	19%	69	60%	5	4%	15	13%	0	0%	2	2%	28	87
04	Protective Service	18	58%	3	10%	9	29%	0	0%	0	0%	0	0%	28	3
05	Para- Professionals	254	13%	864	43%	153	8%	554	28%	5	0%	19	1%	442	1,553
06	Administrative Support	49	3%	867	61%	35	2%	384	27%	0	0%	12	1%	91	1,320
07	Skilled Craft	30	81%	0	0%	5	14%	0	0%	1	3%	0	0%	37	0
08	Service/ Maintenance	30	57%	8	15%	10	19%	3	6%	0	0%	0	0%	42	11
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,584</b>	<b>16%</b>	<b>4,691</b>	<b>47%</b>	<b>467</b>	<b>5%</b>	<b>2,655</b>	<b>27%</b>	<b>12</b>	<b>0%</b>	<b>58</b>	<b>1%</b>	<b>2,186</b>	<b>7,759</b>
<b>Department Total:</b>														<b>9,945</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total			
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
Department: INFORMATION TECHNOLOGY																													
01	Official/ Administrator	48	60%	26	33%	1	1%	0	0%	0	0%	0	0%	1	1%	2	3%	1	1%	1	1%	0	0%	0	0%	51	29		
02	Professional	550	48%	344	30%	52	5%	49	4%	2	0%	2	0%	14	1%	9	1%	37	3%	25	2%	55	5%	14	1%	710	443		
03	Technician	196	56%	95	27%	12	3%	20	6%	1	0%	0	0%	4	1%	5	1%	3	1%	1	0%	13	4%	3	1%	229	124		
05	Para- Professionals	0	0%	13	87%	0	0%	1	7%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	15		
06	Administrative Support	4	5%	62	78%	1	1%	8	10%	0	0%	0	0%	0	0%	4	5%	0	0%	0	0%	0	0%	0	0%	5	74		
07	Skilled Craft	19	83%	1	4%	1	4%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	22	1		
08	Service/ Maintenance	6	75%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	1	13%	0	0%	0	0%	0	0%	0	0%	6	2		
DEPARTMENT TOTALS BY CATEGORY:		823	48%	542	32%	67	4%	78	5%	4	0%	2	0%	19	1%	22	1%	41	2%	27	2%	69	4%	17	1%	1,023	688		
Department Total: 1,711																													

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
Department: LABOR & ECONOMIC GROWTH																															
01	Official/ Administrator	67	44%	51	33%	14	9%	18	12%	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	81	72						
02	Professional	583	34%	691	40%	132	8%	252	15%	0	0%	6	0%	19	1%	20	1%	7	0%	25	1%	0	0%	2	0%	741	996				
03	Technician	196	60%	68	21%	19	6%	19	6%	3	1%	1	0%	7	2%	10	3%	4	1%	1	0%	0	0%	0	0%	229	99				
04	Protective Service	30	91%	2	6%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	31	2						
05	Para- Professionals	139	14%	352	36%	74	8%	336	35%	1	0%	3	0%	12	1%	30	3%	5	1%	7	1%	3	0%	5	1%	234	733				
06	Administrative Support	14	2%	499	71%	4	1%	142	20%	0	0%	7	1%	1	0%	27	4%	1	0%	4	1%	0	0%	0	0%	20	679				
07	Skilled Craft	17	63%	0	0%	4	15%	2	7%	1	4%	0	0%	2	7%	1	4%	0	0%	0	0%	0	0%	0	0%	24	3				
08	Service/ Maintenance	18	39%	14	30%	4	9%	5	11%	1	2%	0	0%	4	9%	0	0%	0	0%	0	0%	0	0%	0	0%	27	19				
DEPARTMENT TOTALS BY CATEGORY:						1,064	27%	1,677	42%	251	6%	774	19%	7	0%	18	0%	45	1%	89	2%	17	0%	38	1%	3	0%	7	0%	1,387	2,603
Department Total: 3,990																															



**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
Department: MANAGEMENT & BUDGET																															
01	Official/ Administrator	38	48%	30	38%	3	4%	1	1%	0	0%	0	0%	2	3%	0	0%	3	4%	1	1%	1	1%	1	1%	47	33				
02	Professional	154	36%	207	48%	18	4%	25	6%	0	0%	1	0%	4	1%	2	0%	6	1%	3	1%	5	1%	7	2%	187	245				
03	Technician	31	42%	34	47%	0	0%	1	1%	0	0%	1	1%	1	1%	1	1%	1	1%	1	1%	0	0%	2	3%	33	40				
04	Protective Service	3	43%	3	43%	1	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	3				
05	Para- Professionals	32	23%	93	67%	0	0%	6	4%	0	0%	1	1%	0	0%	4	3%	0	0%	1	1%	1	1%	0	0%	33	105				
06	Administrative Support	6	5%	102	78%	0	0%	16	12%	0	0%	0	0%	0	0%	5	4%	0	0%	0	0%	1	1%	1	1%	7	124				
07	Skilled Craft	169	83%	10	5%	9	4%	1	0%	2	1%	0	0%	10	5%	2	1%	0	0%	0	0%	0	0%	0	0%	190	13				
08	Service/ Maintenance	129	57%	63	28%	16	7%	4	2%	1	0%	0	0%	11	5%	1	0%	1	0%	0	0%	1	0%	0	0%	159	68				
DEPARTMENT TOTALS BY CATEGORY:						562	44%	542	42%	47	4%	54	4%	3	0%	3	0%	28	2%	15	1%	11	1%	6	0%	9	1%	11	1%	660	631
Department Total: 1,291																															

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: MILITARY AFFAIRS</b>															
01	Official/ Administrator	10	59%	5	29%	2	12%	0	0%	0	0%	0	0%	12	5
02	Professional	62	37%	88	53%	5	3%	9	5%	0	0%	1	1%	67	100
03	Technician	30	18%	108	66%	0	0%	16	10%	0	0%	2	1%	33	130
04	Protective Service	32	94%	0	0%	0	0%	0	0%	2	6%	0	0%	34	0
05	Para- Professionals	52	17%	141	46%	14	5%	79	26%	2	1%	1	0%	74	231
06	Administrative Support	0	0%	42	78%	0	0%	10	19%	0	0%	1	2%	0	54
07	Skilled Craft	100	91%	1	1%	4	4%	0	0%	2	2%	0	0%	109	1
08	Service/ Maintenance	63	57%	32	29%	5	5%	2	2%	2	2%	0	0%	73	37
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>349</b>	<b>36%</b>	<b>417</b>	<b>43%</b>	<b>30</b>	<b>3%</b>	<b>116</b>	<b>12%</b>	<b>6</b>	<b>1%</b>	<b>5</b>	<b>1%</b>	<b>402</b>	<b>558</b>
<b>Department Total:</b>														<b>960</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: NATURAL RESOURCES</b>															
01	Official/ Administrator	29	60%	15	31%	3	6%	0	0%	1	2%	0	0%	0	0%
02	Professional	300	62%	147	31%	5	1%	9	2%	5	1%	1	0%	3	1%
03	Technician	237	82%	43	15%	4	1%	1	0%	2	1%	0	0%	0	0%
04	Protective Service	470	78%	86	14%	13	2%	4	1%	10	2%	1	0%	11	2%
05	Para- Professionals	11	23%	30	63%	1	2%	4	8%	0	0%	0	0%	0	0%
06	Administrative Support	6	3%	165	89%	0	0%	8	4%	0	0%	2	1%	1	1%
07	Skilled Craft	87	93%	6	6%	0	0%	0	0%	0	0%	4	2%	0	0%
08	Service/ Maintenance	504	54%	409	43%	0	0%	0	0%	1	1%	0	0%	1	1%
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,644</b>	<b>61%</b>	<b>901</b>	<b>34%</b>	<b>31</b>	<b>1%</b>	<b>30</b>	<b>1%</b>	<b>21</b>	<b>1%</b>	<b>5</b>	<b>0%</b>	<b>20</b>	<b>1%</b>
														<b>Department Total:</b>	
														<b>2,686</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: STATE</b>															
01	Official/ Administrator	26	46%	19	34%	2	4%	4	7%	1	2%	0	0%	31	25
02	Professional	91	36%	96	38%	13	5%	34	14%	1	0%	1	0%	112	138
03	Technician	8	50%	6	38%	0	0%	1	6%	0	0%	0	0%	8	8
05	Para- Professionals	65	6%	638	63%	18	2%	227	22%	0	0%	11	1%	90	927
06	Administrative Support	34	10%	240	69%	4	1%	38	11%	1	0%	3	1%	42	305
07	Skilled Craft	9	64%	4	29%	1	7%	0	0%	0	0%	0	0%	10	4
08	Service/ Maintenance	15	8%	111	56%	6	3%	45	23%	1	1%	0	0%	23	177
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>248</b>	<b>13%</b>	<b>1,114</b>	<b>59%</b>	<b>44</b>	<b>2%</b>	<b>349</b>	<b>18%</b>	<b>4</b>	<b>0%</b>	<b>15</b>	<b>1%</b>	<b>316</b>	<b>1,584</b>
<b>Department Total:</b>														<b>1,900</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: STATE POLICE</b>															
01	Official/ Administrator	32	68%	10	21%	2	4%	1	2%	0	0%	0	0%	36	11
02	Professional	239	52%	164	36%	22	5%	11	2%	3	1%	2	0%	272	186
03	Technician	26	55%	18	38%	0	0%	2	4%	0	0%	0	0%	27	20
04	Protective Service	1,334	75%	210	12%	134	8%	17	1%	28	2%	0	0%	1,552	231
05	Para- Professionals	11	18%	36	59%	1	2%	8	13%	0	0%	1	2%	12	49
06	Administrative Support	38	13%	219	78%	1	0%	18	6%	0	0%	2	1%	39	243
07	Skilled Craft	17	10%	0	0%	0	0%	0	0%	0	0%	0	0%	17	0
08	Service/ Maintenance	12	35%	16	47%	1	3%	2	6%	0	0%	1	3%	13	21
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,709</b>	<b>63%</b>	<b>673</b>	<b>25%</b>	<b>161</b>	<b>6%</b>	<b>59</b>	<b>2%</b>	<b>31</b>	<b>1%</b>	<b>6</b>	<b>0%</b>	<b>1,968</b>	<b>761</b>
<b>Department Total:</b>														<b>2,729</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Department: TRANSPORTATION</b>															
01	Official/ Administrator	56	63%	18	20%	8	9%	5	6%	2	2%	0	0%	0	0%
02	Professional	596	56%	303	29%	50	5%	41	4%	4	0%	0	0%	18	2%
03	Technician	519	71%	118	16%	32	4%	24	3%	4	1%	0	0%	15	2%
05	Para- Professionals	74	54%	47	34%	4	3%	6	4%	0	0%	1	1%	2	1%
06	Administrative Support	2	1%	199	83%	2	1%	28	12%	0	0%	5	2%	0	0%
07	Skilled Craft	588	82%	39	5%	49	7%	4	1%	21	3%	0	0%	15	2%
08	Service/ Maintenance	72	45%	53	33%	7	4%	9	6%	6	4%	8	5%	3	2%
<b>DEPARTMENT TOTALS BY CATEGORY:</b>		<b>1,907</b>	<b>61%</b>	<b>777</b>	<b>25%</b>	<b>152</b>	<b>5%</b>	<b>117</b>	<b>4%</b>	<b>37</b>	<b>1%</b>	<b>11</b>	<b>0%</b>	<b>53</b>	<b>2%</b>
														<b>41</b>	<b>1%</b>
														<b>19</b>	<b>1%</b>
														<b>2</b>	<b>0%</b>
														<b>2</b>	<b>0%</b>
														<b>2,192</b>	<b>942</b>
														<b>Department Total: 3,134</b>	

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:		White				Black				American Indian				Hispanic				Asian				Other				Total			
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
Department: TREASURY																													
01	Official/ Administrator	51	54%	30	32%	6	6%	3	3%	0	0%	1	1%	2	2%	0	0%	1	1%	0	0%	0	0%	0	0%	60	34		
02	Professional	288	40%	252	35%	58	8%	71	10%	2	0%	1	0%	11	2%	12	2%	17	2%	9	1%	1	0%	0	0%	377	345		
03	Technician	12	34%	19	54%	0	0%	3	9%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	13	22		
05	Para- Professionals	19	13%	86	59%	3	2%	33	22%	0	0%	0	0%	1	1%	4	3%	1	1%	0	0%	0	0%	0	0%	24	123		
06	Administrative Support	39	7%	392	70%	9	2%	76	14%	0	0%	4	1%	5	1%	24	4%	1	0%	6	1%	1	0%	0	0%	55	502		
07	Skilled Craft	0	0%	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	3		
08	Service/ Maintenance	5	71%	2	29%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	2		
DEPARTMENT TOTALS BY CATEGORY:		414	26%	782	50%	76	5%	187	12%	2	0%	6	0%	19	1%	41	3%	21	1%	15	1%	2	0%	0	0%	534	1,031		
Department Total: 1,565																													

**STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CODE/CATEGORY:	White				Black				American Indian				Hispanic				Asian				Other				Total			
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
STATEWIDE TOTALS BY CATEGORY:	22,479	41%	19,732	36%	2,915	5%	6,554	12%	391	1%	235	0%	659	1%	831	2%	302	1%	317	1%	141	0%	107	0%	26,887		27,776	

**State Employees Grand Total: 54,663**

Note: This report includes all active classified employees in Job Categories 1 - 8.



**CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT  
RACE/ETHNIC GROUP, AND GENDER ANALYSIS  
PAY PERIOD ENDING SEP 24, 2005**

DEPARTMENT	WHITE								BLACK				AMERICAN INDIAN/ ALASKAN NATIVE				HISPANIC				ASIAN/ PACIFIC ISLANDERS				NOT DISCLOSED				MINORITY No.	GRAND TOTAL
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		FEMALE					
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				
AGRICULTURE	289	46.0	268	42.7	11	1.8	27	4.3	2	0.3	4	0.6	5	0.8	6	1.0	5	0.8	7	1.1	3	0.5	1	0.2	313	49.8	67	10.7	628	
ATTORNEY GENERAL	200	38.6	243	46.9	24	4.6	35	6.8	0	0.0	1	0.2	3	0.6	9	1.7	1	0.2	2	0.4	0	0.0	0	0.0	290	56.0	75	14.5	518	
AUDITOR GENERAL	68	44.2	77	50.0	4	2.6	4	2.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0	82	53.2	9	5.8	154	
CIVIL RIGHTS	17	12.8	34	25.6	17	12.8	47	35.3	0	0.0	1	0.8	5	3.8	7	5.3	2	1.5	3	2.3	0	0.0	0	0.0	92	69.2	82	61.7	133	
CIVIL SERVICE	36	16.8	127	59.3	7	3.3	27	12.6	2	0.9	5	2.3	0	0.0	6	2.8	0	0.0	4	1.9	0	0.0	0	0.0	169	79.0	51	23.8	214	
COMMUNITY HEALTH	1,148	26.4	2,070	47.6	269	6.2	569	13.1	9	0.2	21	0.5	45	1.0	58	1.3	55	1.3	85	2.0	6	0.1	11	0.3	2,814	64.7	1,111	25.6	4,346	
CORRECTIONS	9,440	57.3	3,738	22.7	1,207	7.3	1,338	8.1	242	1.5	68	0.4	217	1.3	116	0.7	36	0.2	16	0.1	29	0.2	16	0.1	5,292	32.1	3,240	19.7	16,463	
EDUCATION	85	23.2	246	67.2	5	1.4	20	5.5	0	0.0	1	0.3	1	0.3	7	1.9	0	0.0	1	0.3	0	0.0	0	0.0	275	75.1	35	9.6	366	
ENVIRONMENTAL QUALITY	728	48.3	623	41.3	29	1.9	47	3.1	4	0.3	4	0.3	12	0.8	11	0.7	24	1.6	15	1.0	3	0.2	8	0.5	708	46.9	146	9.7	1,508	
EXECUTIVE OFFICE	12	23.5	27	52.9	2	3.9	7	13.7	0	0.0	0	0.0	0	0.0	2	3.9	0	0.0	0	0.0	0	0.0	1	2.0	37	72.5	11	21.6	51	
HISTORY ARTS AND LIBRARIES	95	36.8	131	50.8	4	1.6	7	2.7	4	1.6	0	0.0	2	0.8	5	1.9	0	0.0	2	0.8	4	1.6	4	1.6	149	57.8	24	9.3	258	
HUMAN SERVICES	1,581	15.9	4,689	47.2	464	4.7	2,651	26.7	12	0.1	58	0.6	97	1.0	305	3.1	25	0.3	45	0.5	0	0.0	4	0.0	7,752	78.1	3,657	36.8	9,931	
INFORMATION TECHNOLOGY	823	48.1	542	31.7	67	3.9	78	4.6	4	0.2	2	0.1	19	1.1	22	1.3	41	2.4	27	1.6	69	4.0	17	1.0	688	40.2	260	15.2	1,711	
LABOR & ECONOMIC GROWTH	1,143	26.8	1,826	42.9	256	6.0	796	18.7	8	0.2	19	0.4	47	1.1	93	2.2	21	0.5	41	1.0	3	0.1	7	0.2	2,782	65.3	1,281	30.1	4,260	
MANAGEMENT & BUDGET	480	47.2	392	38.6	41	4.0	32	3.1	2	0.2	2	0.2	26	2.6	11	1.1	7	0.7	3	0.3	9	0.9	11	1.1	451	44.4	124	12.2	1,016	
MILITARY AFFAIRS	348	36.4	416	43.5	30	3.1	115	12.0	6	0.6	5	0.5	15	1.6	14	1.5	1	0.1	5	0.5	1	0.1	1	0.1	556	58.1	191	20.0	957	
NATURAL RESOURCES	1,644	61.3	900	33.5	30	1.1	30	1.1	21	0.8	5	0.2	20	0.7	12	0.4	8	0.3	5	0.2	6	0.2	3	0.1	955	35.6	131	4.9	2,684	
STATE	248	13.1	1,113	58.6	43	2.3	349	18.4	4	0.2	15	0.8	11	0.6	69	3.6	6	0.3	16	0.8	3	0.2	21	1.1	1,583	83.4	513	27.0	1,898	
STATE POLICE	1,705	62.7	668	24.6	161	5.9	59	2.2	31	1.1	6	0.2	57	2.1	17	0.6	8	0.3	5	0.2	1	0.0	1	0.0	756	27.8	344	12.7	2,719	
TRANSPORTATION	1,901	60.8	777	24.8	152	4.9	117	3.7	37	1.2	11	0.4	53	1.7	16	0.5	41	1.3	19	0.6	2	0.1	2	0.1	942	30.1	446	14.3	3,128	
TREASURY	414	26.5	781	49.9	76	4.9	187	12.0	2	0.1	6	0.4	19	1.2	41	2.6	21	1.3	15	1.0	2	0.1	0	0.0	1,030	65.9	367	23.5	1,564	
TOTALS & PERCENTS	22,405	41.1	19,688	36.1	2,899	5.3	6,542	12.0	390	0.7	234	0.4	654	1.2	827	1.5	302	0.6	317	0.6	141	0.3	108	0.2	27,716	50.8	12,165	22.3	54,507	

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

**STATEWIDE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY-STATEWIDE**  
**PAY PERIOD ENDING: Sep 24, 2005**

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/ Administrator	57 63%	22 24%	5 6%	6 7%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	62	28
02	Professional	332 45%	288 39%	21 3%	76 1%	1 0%	5 1%	8 1%	8 1%	5 1%	1 0%	0 0%	0 0%	367	378
03	Technician	46 67%	15 22%	1 1%	3 4%	0 0%	1 1%	0 0%	1 1%	2 3%	0 0%	0 0%	0 0%	49	20
04	Protective Service	208 75%	30 11%	17 6%	13 5%	4 1%	3 1%	2 1%	0 0%	2 1%	0 0%	0 0%	0 0%	233	46
05	Para- Professionals	71 24%	162 55%	16 5%	36 1%	1 0%	3 1%	2 1%	4 1%	1 0%	0 0%	0 0%	0 0%	91	205
06	Administrative Support	32 10%	228 70%	6 2%	42 1%	0 0%	5 2%	2 1%	9 3%	0 0%	1 0%	0 0%	0 0%	40	285
07	Skilled Craft	66 89%	2 3%	2 3%	0 0%	1 1%	0 0%	2 3%	1 1%	0 0%	0 0%	0 0%	0 0%	71	3
08	Service/ Maintenance	50 72%	12 17%	4 6%	0 0%	1 1%	0 0%	2 3%	0 0%	0 0%	0 0%	0 0%	0 0%	57	12
<b>STATEWIDE TOTAL BY CATEGORY:</b>		<b>862 44%</b>	<b>759 39%</b>	<b>72 4%</b>	<b>176 9%</b>	<b>8 0%</b>	<b>17 1%</b>	<b>18 1%</b>	<b>23 1%</b>	<b>10 1%</b>	<b>2 0%</b>	<b>0 0%</b>	<b>0 0%</b>	<b>970</b>	<b>977</b>

**State Employees Grand Total: 1,947**

Note: This report includes all active classified employees with a disability in Job Categories 1 - 8 .

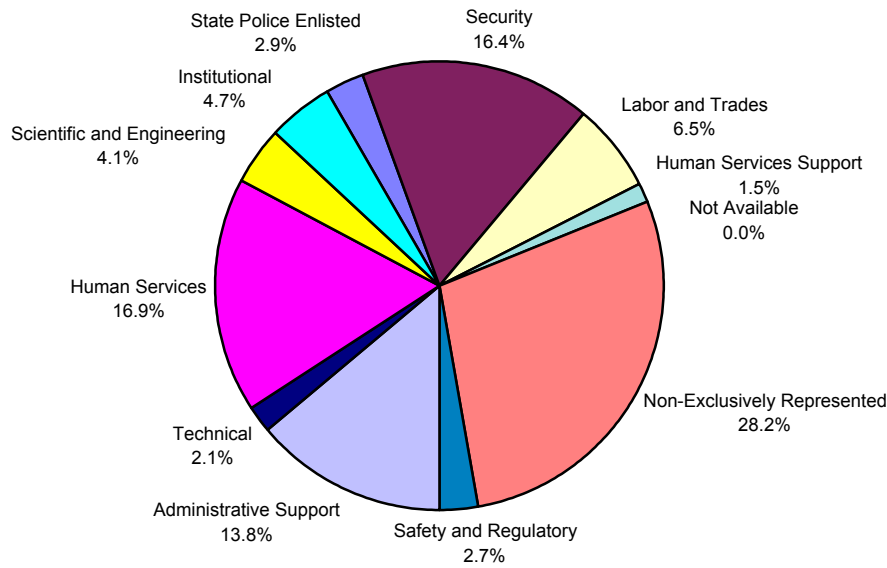
## SECTION FIVE

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### **BARGAINING UNIT CHARACTERISTICS**

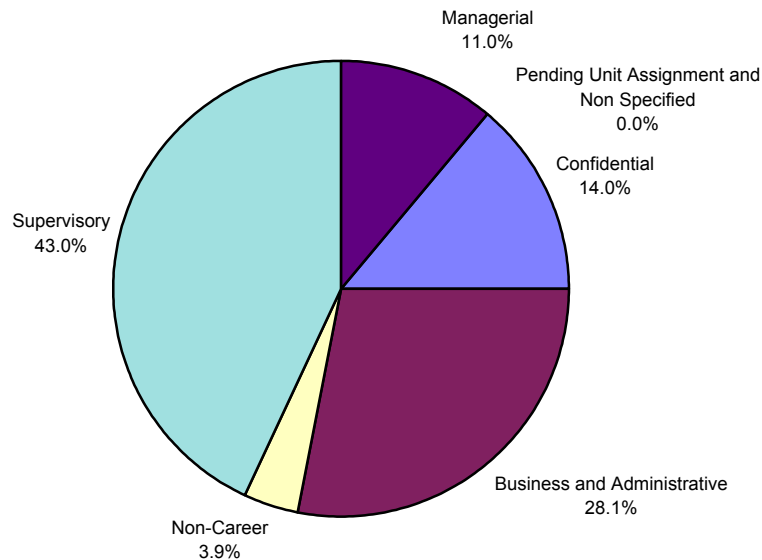
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
2004-05**

Graph 5-1



(54,507 Employees)

**Non-Exclusively Represented  
15,390 Employees**



Source: MAIN MIDB Civil Service HWF 44, pay period ending 9-24-05.

Comment: Of the 54,507 classified employees at fiscal year end, 72 percent were exclusively represented by one of eight employee organizations.

# EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

Table 5-1

PAY PERIOD ENDING SEPTEMBER 24, 2005

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A.		U.A.W.		MCO, SEIU LOCAL 526-M		SEIU LOCAL 31-M		MPES, SEIU LOCAL 517		U.T.E.A.		M.S.P.T.A.		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,478	1,271	86.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,525	3,190	90.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,952	0	0.0	1	0.0	8,673	96.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	829	0	0.0	0	0.0	0	0.0	766	92.4	1	0.1	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,261	0	0.0	0	0.0	0	0.0	3	0.1	2,157	95.4	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,160	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1	1,076	92.8	0	0.0	0	0.0
N/A UNAVAILABLE	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,579	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,565	99.1	0	0.0
U11 INSTITUTIONAL	2,576	2	0.1	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,856	72.0
W22 HUMAN SERVICES	9,214	1	0.0	8,748	94.9	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,542	0	0.0	6,940	92.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,323	1	0.0	5	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,612	0	0.0	10	0.2	2	0.0	0	0.0	3	0.0	0	0.0	1	0.0	0	0.0
Y52 NONCAREER	601	0	0.0	31	5.2	0	0.0	0	0.0	2	0.3	3	0.5	0	0.0	0	0.0
Y98 MANAGERIAL	1,699	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,150	0	0.0	3	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>39,117</b>	<b>4,465</b>	<b>11.4</b>	<b>15,690</b>	<b>40.1</b>	<b>8,675</b>	<b>22.2</b>	<b>769</b>	<b>2.0</b>	<b>2,159</b>	<b>5.5</b>	<b>1,077</b>	<b>2.8</b>	<b>1,565</b>	<b>4.0</b>	<b>1,857</b>	<b>4.7</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>15,390</b>	<b>1</b>	<b>0.0</b>	<b>49</b>	<b>0.3</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>5</b>	<b>0.0</b>	<b>3</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTALS</b>	<b>54,507</b>	<b>4,466</b>	<b>8.2</b>	<b>15,739</b>	<b>28.9</b>	<b>8,677</b>	<b>15.9</b>	<b>769</b>	<b>1.4</b>	<b>2,164</b>	<b>4.0</b>	<b>1,080</b>	<b>2.0</b>	<b>1,566</b>	<b>2.9</b>	<b>1,857</b>	<b>3.4</b>

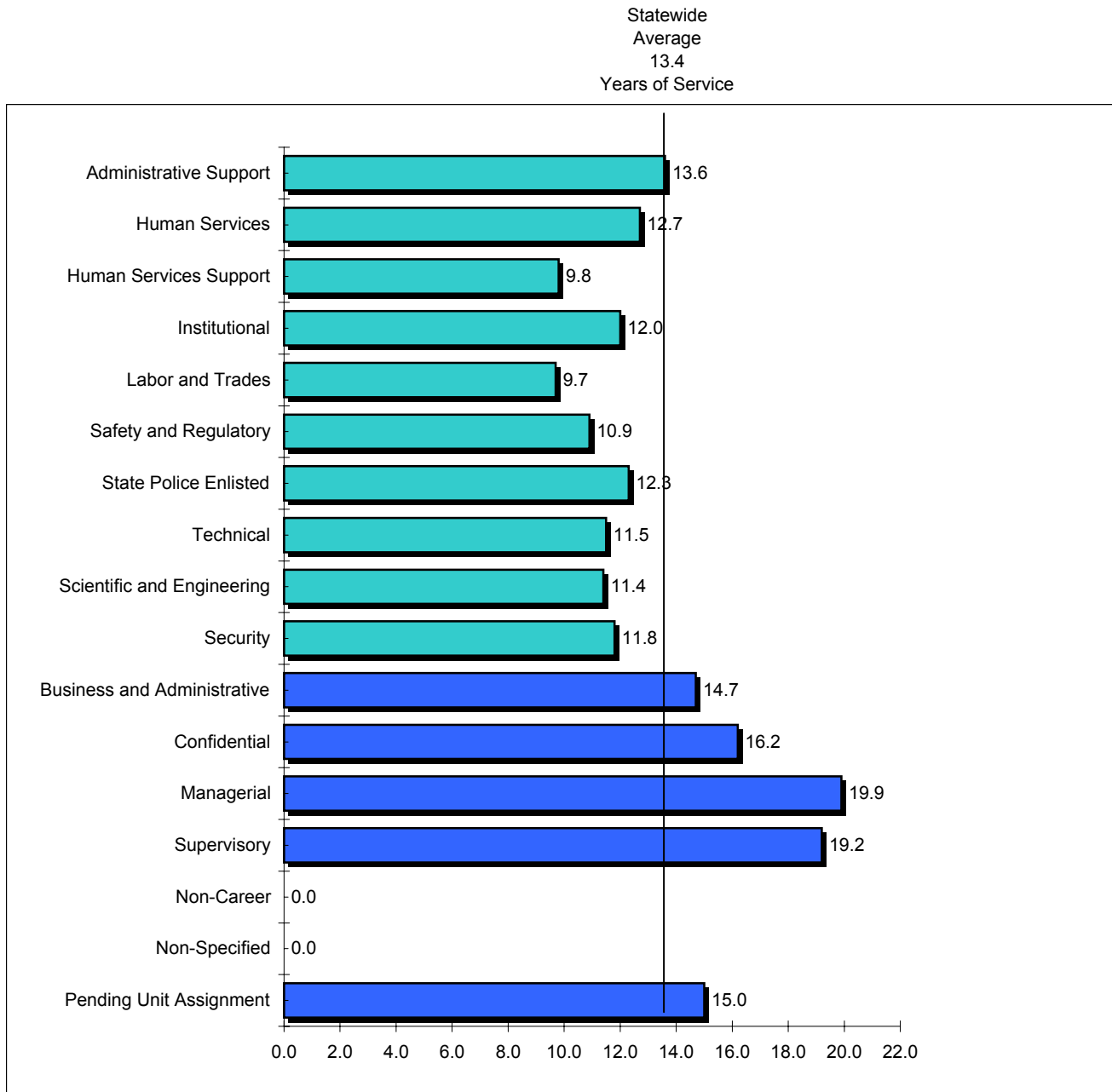
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44

REPORT SEQUENCE: UNION\_CD

TABLES USED: HRM\_GRP1-5\_DEDUCTIONS, HRM\_APPT\_DEPART

### AVERAGE YEARS OF SERVICE BY BARGAINING UNIT Fiscal Year 2004-05



- Exclusively Represented Units
- Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20, pay period ending 9-24-05.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 SAFETY &amp; REGULATORY</b>																
LESS THAN 6 YEARS	337	99	22	12	2	0	10	2	3	1	3	1	377	115	1	0
6 - 10 YEARS	240	50	13	17	5	4	4	0	3	1	0	0	265	72	1	0
11- 15 YEARS	163	28	11	16	1	1	5	0	0	0	0	0	180	45	3	2
16 - 20 YEARS	118	39	19	25	4	2	7	2	2	0	0	0	150	68	8	3
21 - 25 YEARS	39	17	9	12	3	0	2	1	0	0	0	0	53	30	3	1
26 - 30 YEARS	50	19	8	14	2	0	1	0	0	0	0	0	61	33	1	2
31 - 35 YEARS	12	7	0	3	0	0	1	0	0	0	0	0	13	10	2	1
36 - 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>965</b>	<b>259</b>	<b>82</b>	<b>99</b>	<b>17</b>	<b>7</b>	<b>30</b>	<b>5</b>	<b>8</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1,105</b>	<b>373</b>	<b>20</b>	<b>9</b>
MORE THAN 10 YEARS	388	110	47	70	10	3	16	3	2	0	0	0	463	186	18	9
AVERAGE YEARS	10.2	10.7	13.0	16.1	14.9	10.9	11.9	12.6	8.8	3.0	0.3	0.0	10.5	12.1	19.5	21.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.9</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 LABOR AND TRADES</b>																
LESS THAN 6 YEARS	1,071	428	36	9	12	3	15	1	1	2	12	6	1,147	449	4	1
6 - 10 YEARS	452	51	34	5	13	1	9	1	0	1	0	0	508	59	6	0
11- 15 YEARS	261	27	23	2	2	0	6	1	1	0	0	0	293	30	10	1
16 - 20 YEARS	377	31	39	6	10	0	11	2	2	0	0	0	439	39	38	1
21 - 25 YEARS	126	12	20	5	2	0	6	1	0	0	0	0	154	18	13	1
26 - 30 YEARS	235	23	15	4	7	0	10	2	0	0	0	0	267	29	26	2
31 - 35 YEARS	56	3	4	2	4	0	9	1	0	0	0	0	73	6	4	1
36 - 40 YEARS	14	0	0	0	0	0	0	0	0	0	0	0	14	0	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,592</b>	<b>575</b>	<b>171</b>	<b>33</b>	<b>50</b>	<b>4</b>	<b>66</b>	<b>9</b>	<b>4</b>	<b>3</b>	<b>12</b>	<b>6</b>	<b>2,895</b>	<b>630</b>	<b>103</b>	<b>7</b>
MORE THAN 10 YEARS	1,069	96	101	19	25	0	42	7	3	0	0	0	1,240	122	93	6
AVERAGE YEARS	10.3	4.3	13.6	13.8	14.2	3.0	16.5	18.0	13.3	2.0	0.6	0.0	10.7	4.9	20.4	21.1
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>9.7</b>													



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 SECURITY</b>																
LESS THAN 6 YEARS	1,000	263	165	144	24	5	24	19	5	0	23	6	1,241	437	2	1
6 - 10 YEARS	1,816	361	184	166	55	11	64	18	6	1	0	0	2,125	557	4	2
11- 15 YEARS	907	166	72	55	26	3	22	6	1	0	0	0	1,028	230	13	4
16 - 20 YEARS	2,013	242	218	151	59	7	46	6	5	0	0	0	2,341	406	93	19
21 - 25 YEARS	246	29	40	23	7	1	4	0	0	0	0	0	297	53	13	4
26 - 30 YEARS	164	13	24	8	2	0	2	0	0	0	0	0	192	21	6	0
31 - 35 YEARS	19	1	3	0	0	0	0	0	0	0	0	0	22	1	2	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>6,166</b>	<b>1,075</b>	<b>706</b>	<b>547</b>	<b>173</b>	<b>27</b>	<b>162</b>	<b>49</b>	<b>17</b>	<b>1</b>	<b>23</b>	<b>6</b>	<b>7,247</b>	<b>1,705</b>	<b>133</b>	<b>30</b>
MORE THAN 10 YEARS	3,350	451	357	237	94	11	74	12	6	0	0	0	3,881	711	127	27
AVERAGE YEARS	12.1	10.4	12.2	10.9	12.1	10.4	11.2	7.5	9.4	7.0	3.1	2.8	12.1	10.4	18.0	16.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.8</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 HUMAN SERVICES SUPPORT</b>																
LESS THAN 6 YEARS	53	120	47	188	0	1	7	15	2	4	3	4	112	332	4	1
6 - 10 YEARS	13	23	10	16	0	3	0	2	1	2	0	0	24	46	2	1
11- 15 YEARS	22	39	4	27	0	1	2	9	0	0	0	0	28	76	8	7
16 - 20 YEARS	11	34	6	22	0	1	1	4	0	1	0	0	18	62	7	5
21 - 25 YEARS	5	25	1	10	0	2	1	0	0	0	0	0	7	37	2	4
26 - 30 YEARS	6	24	2	19	1	2	0	1	0	0	0	0	9	46	3	4
31 - 35 YEARS	9	10	1	8	0	0	0	0	0	0	0	0	10	18	3	1
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>119</b>	<b>276</b>	<b>72</b>	<b>292</b>	<b>1</b>	<b>10</b>	<b>11</b>	<b>31</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>209</b>	<b>620</b>	<b>29</b>	<b>23</b>
MORE THAN 10 YEARS	53	133	15	88	1	6	4	14	0	1	0	0	73	242	23	21
AVERAGE YEARS	11.0	11.7	7.2	8.4	29.0	16.1	8.0	9.1	5.7	6.3	2.3	2.8	9.4	10.0	16.7	19.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>9.8</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 SCIENTIFIC &amp; ENGINEERING</b>																
LESS THAN 6 YEARS	446	255	17	12	2	0	3	2	13	9	1	3	482	281	2	0
6 - 10 YEARS	241	105	6	8	1	0	4	4	11	10	0	0	263	127	0	1
11- 15 YEARS	240	129	7	7	0	0	6	1	10	5	0	0	263	142	2	2
16 - 20 YEARS	208	96	15	10	2	3	3	1	8	5	0	0	236	115	9	2
21 - 25 YEARS	66	33	7	2	0	1	0	0	3	2	0	0	76	38	1	1
26 - 30 YEARS	128	28	10	2	1	0	3	0	5	0	0	0	147	30	4	2
31 - 35 YEARS	40	3	1	0	0	0	0	0	2	0	0	0	43	3	1	0
36 - 40 YEARS	11	0	0	0	0	0	0	0	2	0	0	0	13	0	2	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,382</b>	<b>649</b>	<b>63</b>	<b>41</b>	<b>6</b>	<b>4</b>	<b>19</b>	<b>8</b>	<b>54</b>	<b>31</b>	<b>1</b>	<b>3</b>	<b>1,525</b>	<b>736</b>	<b>22</b>	<b>8</b>
MORE THAN 10 YEARS	695	289	40	21	3	4	12	2	30	12	0	0	780	328	20	7
AVERAGE YEARS	12.0	9.9	14.3	11.2	12.5	19.0	13.4	7.1	13.5	9.2	4.0	2.0	12.2	10.0	21.2	18.4
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>11.4</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 TECHNICAL</b>																
LESS THAN 6 YEARS	288	116	10	12	2	0	6	1	5	4	1	1	312	134	1	0
6 - 10 YEARS	128	33	2	0	0	0	1	0	5	1	0	0	136	34	0	0
11- 15 YEARS	101	36	5	3	1	0	1	0	2	2	0	0	110	41	3	1
16 - 20 YEARS	137	35	13	7	0	1	3	1	2	1	0	0	155	45	7	1
21 - 25 YEARS	25	8	5	5	1	0	1	1	0	0	0	0	32	14	0	1
26 - 30 YEARS	47	9	4	1	0	0	3	1	1	0	0	0	55	11	5	1
31 - 35 YEARS	43	5	1	1	0	0	3	0	0	0	0	0	47	6	4	0
36 - 40 YEARS	19	2	0	0	0	0	1	0	2	0	0	0	22	2	4	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>791</b>	<b>245</b>	<b>40</b>	<b>29</b>	<b>4</b>	<b>1</b>	<b>19</b>	<b>4</b>	<b>17</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>872</b>	<b>288</b>	<b>24</b>	<b>4</b>
MORE THAN 10 YEARS	375	96	28	17	2	1	12	3	7	3	0	0	424	120	23	4
AVERAGE YEARS	11.8	9.4	14.9	12.3	9.8	19.0	16.8	17.0	12.0	6.3	3.0	3.0	12.1	9.7	24.5	20.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.5</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
N/A UNAVAILABLE																
LESS THAN 6 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 STATE POLICE ENLISTED</b>																
LESS THAN 6 YEARS	179	15	3	1	1	0	0	0	0	0	1	0	184	16	0	0
6 - 10 YEARS	439	44	24	4	8	0	13	0	3	0	0	0	487	48	0	0
11- 15 YEARS	204	51	20	2	9	0	7	0	1	1	0	0	241	54	2	0
16 - 20 YEARS	253	59	48	5	7	0	17	2	2	0	0	0	327	66	1	0
21 - 25 YEARS	31	8	14	0	1	0	4	0	0	0	0	0	50	8	0	0
26 - 30 YEARS	55	4	11	1	0	0	1	0	0	0	0	0	67	5	0	0
31 - 35 YEARS	17	0	1	0	0	0	2	0	0	0	0	0	20	0	0	0
36 - 40 YEARS	5	0	1	0	0	0	0	0	0	0	0	0	6	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,183</b>	<b>181</b>	<b>122</b>	<b>13</b>	<b>26</b>	<b>0</b>	<b>44</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1,382</b>	<b>197</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS	565	122	95	8	17	0	31	2	3	1	0	0	711	133	3	0
AVERAGE YEARS	11.7	13.2	16.3	13.3	12.6	0.0	15.3	17.0	11.5	15.0	1.0	0.0	12.2	13.2	14.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.3</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 INSTITUTIONAL</b>																
LESS THAN 6 YEARS	285	374	70	140	2	2	14	10	3	3	4	2	378	531	1	0
6 - 10 YEARS	144	197	54	78	1	2	7	4	2	3	0	0	208	284	2	0
11- 15 YEARS	83	76	39	44	0	1	3	2	2	0	0	0	127	123	4	1
16 - 20 YEARS	97	103	32	51	3	0	5	4	1	2	0	0	138	160	6	1
21 - 25 YEARS	62	92	28	39	4	1	1	3	0	0	0	0	95	135	8	6
26 - 30 YEARS	110	145	45	54	1	0	4	5	1	0	0	0	161	204	8	8
31 - 35 YEARS	8	11	2	5	0	0	1	0	0	0	0	0	11	16	5	1
36 - 40 YEARS	1	3	0	1	0	0	0	0	0	0	0	0	1	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>790</b>	<b>1,001</b>	<b>270</b>	<b>412</b>	<b>11</b>	<b>6</b>	<b>35</b>	<b>28</b>	<b>9</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>1,119</b>	<b>1,457</b>	<b>34</b>	<b>17</b>
MORE THAN 10 YEARS	361	430	146	194	8	2	14	14	4	2	0	0	533	642	31	17
AVERAGE YEARS	11.8	11.7	13.2	12.3	17.5	9.3	10.6	13.0	11.2	8.5	1.8	-1.0	12.1	11.8	22.0	24.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.0</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 HUMAN SERVICES</b>																
LESS THAN 6 YEARS	427	1,246	88	584	4	11	19	65	15	16	6	11	559	1,933	5	6
6 - 10 YEARS	468	864	112	582	1	13	22	67	9	23	0	0	612	1,549	4	18
11- 15 YEARS	293	598	72	243	2	11	9	43	2	18	0	0	378	913	18	38
16 - 20 YEARS	315	506	75	249	2	6	18	50	5	11	0	0	415	822	27	43
21 - 25 YEARS	134	327	27	220	1	5	3	18	5	7	0	0	170	577	14	46
26 - 30 YEARS	266	401	35	255	3	5	5	5	3	3	0	0	312	669	28	36
31 - 35 YEARS	74	104	14	81	0	0	1	3	0	0	0	0	89	188	9	11
36 - 40 YEARS	9	8	1	7	0	1	0	1	0	0	0	0	10	17	0	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,987</b>	<b>4,054</b>	<b>424</b>	<b>2,221</b>	<b>13</b>	<b>52</b>	<b>77</b>	<b>252</b>	<b>39</b>	<b>78</b>	<b>6</b>	<b>11</b>	<b>2,546</b>	<b>6,668</b>	<b>105</b>	<b>199</b>
MORE THAN 10 YEARS	1,092	1,944	224	1,055	8	28	36	120	15	39	0	0	1,375	3,186	96	175
AVERAGE YEARS	13.8	12.2	12.9	12.9	14.7	13.4	11.5	11.1	11.1	11.2	2.8	1.5	13.6	12.3	20.5	19.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.7</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 ADMINISTRATIVE SUPPORT</b>																
LESS THAN 6 YEARS	179	1,431	31	283	2	7	10	58	1	12	11	31	234	1,822	0	13
6 - 10 YEARS	136	1,012	26	255	1	18	5	40	3	10	0	0	171	1,335	4	15
11- 15 YEARS	51	531	5	105	0	8	4	29	1	3	0	0	61	676	14	54
16 - 20 YEARS	59	772	13	247	2	18	6	61	2	8	0	0	82	1,106	18	91
21 - 25 YEARS	29	476	20	126	0	6	4	23	0	5	0	0	53	636	9	63
26 - 30 YEARS	47	727	7	197	0	11	4	25	0	2	0	0	58	962	14	65
31 - 35 YEARS	19	209	3	72	0	0	0	3	0	1	0	0	22	285	2	16
36 - 40 YEARS	2	35	0	2	0	0	0	0	0	0	0	0	2	37	0	3
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>522</b>	<b>5,193</b>	<b>105</b>	<b>1,287</b>	<b>5</b>	<b>68</b>	<b>33</b>	<b>239</b>	<b>7</b>	<b>41</b>	<b>11</b>	<b>31</b>	<b>683</b>	<b>6,859</b>	<b>61</b>	<b>320</b>
MORE THAN 10 YEARS	207	2,750	48	749	2	43	18	141	3	19	0	0	278	3,702	57	292
AVERAGE YEARS	11.2	13.7	12.7	14.9	9.0	15.4	12.8	13.5	10.6	12.0	1.5	0.7	11.3	13.8	19.8	20.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>13.6</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 NON-SPECIFIED</b>																
LESS THAN 6 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 BUSINESS &amp; ADMINISTRATION</b>																
LESS THAN 6 YEARS	374	399	40	76	3	2	9	6	20	21	56	19	502	523	1	0
6 - 10 YEARS	317	316	35	82	0	0	6	10	13	8	0	1	371	417	8	2
11- 15 YEARS	163	185	22	39	1	3	5	4	8	9	0	0	199	240	7	13
16 - 20 YEARS	236	336	59	97	3	3	16	24	14	12	1	0	329	472	36	25
21 - 25 YEARS	77	152	14	50	2	0	4	4	6	3	0	0	103	209	15	17
26 - 30 YEARS	220	339	46	65	0	3	7	3	3	5	0	0	276	415	28	29
31 - 35 YEARS	97	110	4	17	1	0	2	1	1	1	0	0	105	129	13	9
36 - 40 YEARS	11	18	0	0	0	0	1	1	0	0	0	0	12	19	2	3
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,496</b>	<b>1,855</b>	<b>221</b>	<b>426</b>	<b>10</b>	<b>11</b>	<b>50</b>	<b>53</b>	<b>65</b>	<b>59</b>	<b>57</b>	<b>20</b>	<b>1,899</b>	<b>2,424</b>	<b>111</b>	<b>98</b>
MORE THAN 10 YEARS	805	1,140	146	268	7	9	35	37	32	30	1	0	1,026	1,484	102	96
AVERAGE YEARS	14.1	15.6	15.7	15.5	15.5	16.8	16.3	15.4	11.4	11.7	1.9	2.0	13.9	15.4	21.9	22.7
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>14.7</b>													

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 PENDING UNIT ASSIGNMENT</b>																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	22.5	7.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	22.5	7.5	22.5	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>15.0</b>													

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
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**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 SUPERVISORY</b>																
LESS THAN 6 YEARS	133	140	14	35	1	0	5	1	7	6	3	0	163	182	1	1
6 - 10 YEARS	331	275	43	87	7	3	1	4	6	4	0	0	388	373	2	5
11- 15 YEARS	401	271	45	83	8	8	12	8	8	9	0	0	474	379	11	11
16 - 20 YEARS	1,025	515	171	189	25	7	32	18	13	11	0	0	1,266	740	79	34
21 - 25 YEARS	319	288	69	114	9	3	10	4	7	6	0	0	414	415	38	42
26 - 30 YEARS	624	391	76	133	8	3	10	16	5	3	0	0	723	546	74	33
31 - 35 YEARS	249	122	23	47	1	0	5	4	3	1	0	0	281	174	26	12
36 - 40 YEARS	58	17	2	8	1	1	0	1	3	0	0	0	64	27	9	5
MORE THAN 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	3	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>3,142</b>	<b>2,019</b>	<b>444</b>	<b>696</b>	<b>60</b>	<b>25</b>	<b>75</b>	<b>56</b>	<b>52</b>	<b>40</b>	<b>3</b>	<b>0</b>	<b>3,776</b>	<b>2,836</b>	<b>240</b>	<b>143</b>
MORE THAN 10 YEARS	2,678	1,604	387	574	52	22	69	51	39	30	0	0	3,225	2,281	237	137
AVERAGE YEARS	19.6	18.5	19.4	19.4	18.1	17.9	18.9	20.8	17.6	15.5	2.3	0.0	19.5	18.7	23.8	22.9
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>19.2</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 NONCAREER</b>																
LESS THAN 6 YEARS	190	292	20	46	0	1	6	16	3	3	13	11	232	369	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>190</b>	<b>292</b>	<b>20</b>	<b>46</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>16</b>	<b>3</b>	<b>3</b>	<b>13</b>	<b>11</b>	<b>232</b>	<b>369</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.3	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 MANAGERIAL</b>																
LESS THAN 6 YEARS	92	89	14	15	0	0	2	3	2	1	1	3	111	111	0	1
6 - 10 YEARS	94	61	5	5	0	0	1	0	1	1	0	0	101	67	1	2
11- 15 YEARS	80	51	6	6	0	0	0	0	1	3	0	0	87	60	3	0
16 - 20 YEARS	121	116	19	25	2	0	4	4	5	2	0	0	151	147	9	8
21 - 25 YEARS	68	60	16	18	3	1	2	1	1	3	0	0	90	83	8	7
26 - 30 YEARS	207	127	31	32	4	3	4	2	2	1	0	0	248	165	26	9
31 - 35 YEARS	138	45	18	24	0	0	4	2	2	2	0	0	162	73	13	6
36 - 40 YEARS	24	10	0	0	1	0	1	0	0	0	0	0	26	10	4	0
MORE THAN 40 YEARS	5	1	0	1	0	0	0	0	0	0	0	0	5	2	1	1
<b>BARGAINING UNIT TOTAL</b>	<b>829</b>	<b>560</b>	<b>109</b>	<b>126</b>	<b>10</b>	<b>4</b>	<b>18</b>	<b>12</b>	<b>14</b>	<b>13</b>	<b>1</b>	<b>3</b>	<b>981</b>	<b>718</b>	<b>65</b>	<b>34</b>
MORE THAN 10 YEARS	643	410	90	106	10	4	15	9	11	11	0	0	769	540	64	31
AVERAGE YEARS	20.7	18.2	20.9	21.6	25.5	27.0	23.1	18.3	18.1	18.6	2.0	1.7	20.7	18.8	27.1	24.1
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>19.9</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 CONFIDENTIAL</b>																
LESS THAN 6 YEARS	70	259	13	46	0	2	1	8	1	4	2	9	87	328	0	2
6 - 10 YEARS	54	260	10	32	0	2	2	3	1	4	0	0	67	301	1	1
11- 15 YEARS	17	150	4	24	1	3	1	3	0	3	0	0	23	183	1	4
16 - 20 YEARS	43	269	13	62	0	2	3	21	1	6	0	0	60	360	2	20
21 - 25 YEARS	13	131	1	16	0	3	0	9	0	3	0	0	14	162	3	14
26 - 30 YEARS	35	245	7	69	1	1	1	18	1	2	0	0	45	335	4	26
31 - 35 YEARS	13	128	1	25	2	1	1	1	0	0	0	0	17	155	1	9
36 - 40 YEARS	3	10	0	0	0	0	0	0	0	0	0	0	3	10	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>248</b>	<b>1,452</b>	<b>49</b>	<b>274</b>	<b>4</b>	<b>14</b>	<b>9</b>	<b>63</b>	<b>4</b>	<b>22</b>	<b>2</b>	<b>9</b>	<b>316</b>	<b>1,834</b>	<b>12</b>	<b>77</b>
MORE THAN 10 YEARS	124	933	26	196	4	10	6	52	2	14	0	0	162	1,205	11	74
AVERAGE YEARS	13.4	16.5	13.1	17.8	25.5	15.5	15.6	19.2	14.0	14.5	2.5	1.9	13.5	16.7	22.8	23.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>16.2</b>															

MAIN MIDB CIVIL SERVICE WORKFORCE 20  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_EMP\_COMMON



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**PAY PERIOD ENDING SEP 24, 2005**

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																
LESS THAN 6 YEARS	5,125	5,527	591	1,603	55	34	131	207	81	86	140	107	6,123	7,564	22	26
6 - 10 YEARS	4,873	3,652	558	1,337	92	57	139	153	64	69	0	1	5,726	5,269	35	47
11- 15 YEARS	2,986	2,339	335	656	51	39	83	106	37	53	0	0	3,492	3,193	99	138
16 - 20 YEARS	5,014	3,153	740	1,146	119	50	172	200	62	59	1	0	6,108	4,608	341	253
21 - 25 YEARS	1,241	1,658	271	640	33	23	42	65	22	29	0	0	1,609	2,415	128	207
26 - 30 YEARS	2,194	2,495	321	854	30	28	55	78	21	16	0	0	2,621	3,471	227	217
31 - 35 YEARS	794	758	76	285	8	1	29	15	8	5	0	0	915	1,064	85	67
36 - 40 YEARS	164	104	4	20	2	2	3	3	7	0	0	0	180	129	24	13
MORE THAN 40 YEARS	14	2	3	1	0	0	0	0	0	0	0	0	17	3	3	1
<b>STATEWIDE TOTAL</b>	<b>22,405</b>	<b>19,688</b>	<b>2,899</b>	<b>6,542</b>	<b>390</b>	<b>234</b>	<b>654</b>	<b>827</b>	<b>302</b>	<b>317</b>	<b>141</b>	<b>108</b>	<b>26,791</b>	<b>27,716</b>	<b>964</b>	<b>969</b>
MORE THAN 10 YEARS	12,407	10,509	1,750	3,602	243	143	384	467	157	162	1	0	14,942	14,883	907	896
AVERAGE YEARS	13.3	13.4	14.3	14.1	14.2	14.4	13.9	13.1	12.8	11.7	1.8	1.3	13.4	13.5	21.6	21.0

**STATEWIDE AVERAGE YEARS** **13.4**

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

# **AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**

**Pay Period Ending: September 24, 2005**

<b>BARGAINING UNIT</b>	<b>Number of Employees</b>	<b>Percent of Classified Employees</b>	<b>Average Age</b>	<b>Average Pay Rate</b>	<b>Count of Employees Eligible for Longevity</b>	<b>Percent of Bargaining Unit Eligible for Longevity</b>
A02 - SAFETY & REGULATORY	1,483	3%	43.5	\$21.03	979	66%
A31 - LABOR AND TRADES	3,541	6%	44.3	\$16.75	1,932	55%
C12 - SECURITY	9,027	17%	42.0	\$21.19	7,424	82%
E42 - HUMAN SERVICES SUPPORT	829	2%	46.3	\$19.62	409	49%
H21 - SCIENTIFIC & ENGINEERING	2,261	4%	42.6	\$27.60	1,492	66%
L32 - TECHNICAL	1,160	2%	41.8	\$19.81	711	61%
T01 - STATE POLICE ENLISTED	1,586	3%	38.3	\$27.43	1,417	89%
U11 - INSTITUTIONAL	2,601	5%	45.0	\$17.60	1,662	64%
W22 - HUMAN SERVICES	9,224	17%	45.7	\$23.62	6,472	70%
W41 - ADMINISTRATIVE SUPPORT	7,548	14%	46.2	\$18.09	5,307	70%
Y00 - NON-SPECIFIED	1	0%	23.8	\$11.30	0	0%
Y23 - BUSINESS & ADMINISTRATION	4,324	8%	46.2	\$27.39	3,243	75%
Y50 - PENDING UNIT ASSIGNMENT	4	0%	45.2	\$20.11	3	75%
Y51 - SUPERVISORY	6,620	12%	48.8	\$28.95	6,240	94%
Y52 - NONCAREER	601	1%	24.0	\$12.11	0	0%
Y98 - MANAGERIAL	1,700	3%	50.8	\$42.12	1,486	87%
Y99 - CONFIDENTIAL	2,150	4%	46.3	\$23.96	1,701	79%
<b>STATEWIDE TOTAL</b>	<b>54,660</b>	<b>100%</b>	<b>44.9</b>	<b>\$23.19</b>	<b>40,478</b>	<b>74%</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only. Since September 24, 2005, the average age of classified employees has increased by about 5 months, the average hourly pay rate has increased by \$1.13 (5%), and the percentage of employees eligible for longevity has increased from 71% to 74%.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**PAY PERIOD ENDING SEPTEMBER 24, 2005**

		Health Insurance							Dental Insurance						Vision Insurance	
		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
Bargaining Unit																
W41	ADMINISTRATIVE SUPPORT	7,230	3,431	47%	3,182	44%	109	2%	6,480	90%	277	4%	28	0%	6,805	94%
Y23	BUSINESS & ADMINISTRATION	4,322	1,814	42%	2,114	49%	83	2%	3,875	90%	149	3%	27	1%	4,065	94%
Y99	CONFIDENTIAL	2,142	879	41%	1,024	48%	37	2%	1,919	90%	49	2%	3	0%	1,970	92%
W22	HUMAN SERVICES	9,192	5,439	59%	3,078	33%	137	1%	8,396	91%	302	3%	45	0%	8,760	95%
E42	HUMAN SERVICES SUPPORT	829	508	61%	238	29%	10	1%	729	88%	36	4%	2	0%	768	93%
U11	INSTITUTIONAL	2,559	1,649	64%	742	29%	15	1%	2,380	93%	38	1%	3	0%	2,423	95%
A31	LABOR AND TRADES	2,608	1,525	58%	896	34%	27	1%	2,442	94%	2	0%	7	0%	2,453	94%
Y98	MANAGERIAL	1,700	898	53%	702	41%	19	1%	1,605	94%	28	2%	4	0%	1,636	96%
Y52	NONCAREER	2	1	50%	1	50%	0	0%	2	100%	0	0%	0	0%	2	100
Y50	PENDING UNIT ASSIGNMENT	4	0	0%	4	100%	0	0%	3	75%	1	25%	0	0%	4	100
A02	SAFETY & REGULATORY	1,438	988	69%	309	21%	33	2%	1,300	90%	12	1%	11	1%	1,330	92%
H21	SCIENTIFIC & ENGINEERING	2,260	1,256	56%	853	38%	40	2%	2,091	93%	50	2%	17	1%	2,174	96%
C12	SECURITY	9,027	5,596	62%	2,998	33%	55	1%	8,491	94%	184	2%	14	0%	8,694	96%
T01	STATE POLICE ENLISTED	1,586	1,443	91%	111	7%	4	0%	1,553	98%	5	0%	0	0%	1,556	98%
Y51	SUPERVISORY	6,618	3,748	57%	2,411	36%	81	1%	6,158	93%	115	2%	18	0%	6,295	95%
L32	TECHNICAL	1,019	607	60%	355	35%	14	1%	954	94%	26	3%	7	1%	986	97%
	UNAVAILABLE	1	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	1	100
STATEWIDE TOTALS:		52,537	29,782	57%	19,019	36%	664	1%	48,379	92%	1,274	2%	186	0%	49,922	95%

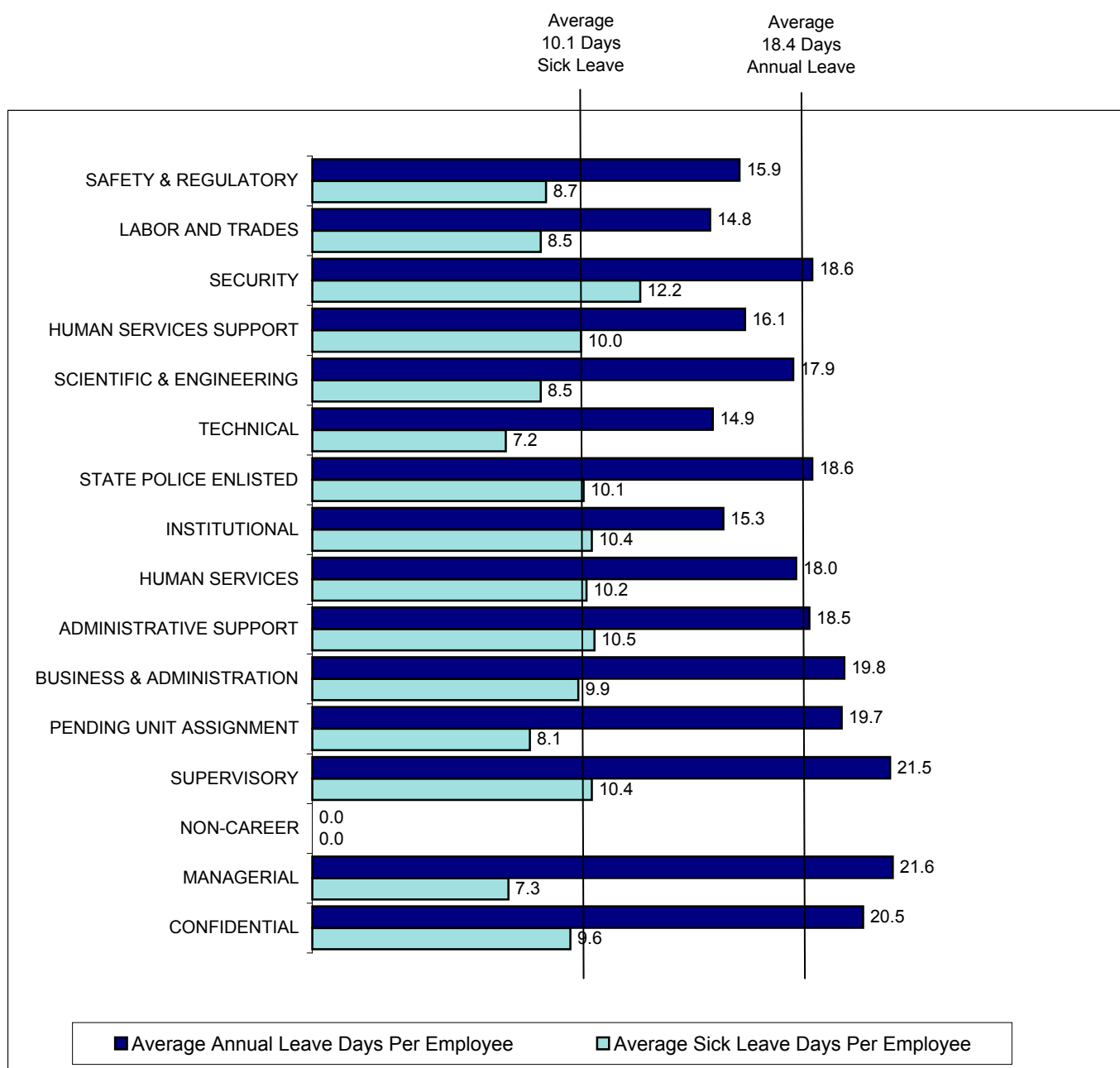
**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**PAY PERIOD ENDING SEPTEMBER 24, 2005**

		Disability Insurance					Life Insurance				Long Term Care Insurance	
Bargaining Unit		Total Employees	CMI	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	7,230	6,468	89%	139	2%	6,795	94%	416	6%	767	11%
Y23	BUSINESS & ADMINISTRATION	4,322	3,769	87%	49	1%	3,991	92%	316	7%	897	21%
Y99	CONFIDENTIAL	2,142	1,942	91%	25	1%	2,006	94%	132	6%	437	20%
W22	HUMAN SERVICES	9,192	8,482	92%	0	0%	8,615	94%	573	6%	1,160	13%
E42	HUMAN SERVICES SUPPORT	829	644	78%	0	0%	768	93%	60	7%	60	7%
U11	INSTITUTIONAL	2,559	2,270	89%	2	0%	2,477	97%	82	3%	75	3%
A31	LABOR AND TRADES	2,608	2,330	89%	17	1%	2,493	96%	109	4%	137	5%
Y98	MANAGERIAL	1,700	1,558	92%	36	2%	1,616	95%	83	5%	476	28%
Y52	NONCAREER	2	0	0%	0	0%	1	50%	1	50%	0	0%
Y50	PENDING UNIT ASSIGNMENT	4	5	125%	0	0%	4	100%	0	0%	1	25%
A02	SAFETY & REGULATORY	1,438	1,213	84%	91	6%	1,351	94%	83	6%	100	7%
H21	SCIENTIFIC & ENGINEERING	2,260	1,832	81%	24	1%	2,055	91%	205	9%	292	13%
C12	SECURITY	9,027	8,659	96%	0	0%	8,772	97%	252	3%	249	3%
T01	STATE POLICE ENLISTED	1,586	1,487	94%	1,128	71%	1,548	98%	33	2%	94	6%
Y51	SUPERVISORY	6,618	6,390	97%	214	3%	6,376	96%	237	4%	1,141	17%
L32	TECHNICAL	1,019	859	84%	20	2%	929	91%	88	9%	91	9%
	UNAVAILABLE	1	1	100%	0	0%	1	100%	0	0%	0	0%
<b>STATEWIDE TOTALS:</b>		<b>52,537</b>	<b>47,909</b>	<b>91%</b>	<b>1,745</b>	<b>3%</b>	<b>49,798</b>	<b>95%</b>	<b>2,670</b>	<b>5%</b>	<b>5,977</b>	<b>11%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

### ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2004-05



Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period beginning 9-26-04 through pay period ending 9-24-05.

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

# SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT

Fiscal Year Ending: September 24, 2005

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,616	113,121.6	70.0	8.8
A31 LABOR AND TRADES	3,481	235,558.9	67.7	8.5
C12 SECURITY	9,541	930,553.7	97.5	12.2
E42 HUMAN SERVICES SUPPORT	899	71,724.8	79.8	10.0
H21 SCIENTIFIC & ENGINEERING	2,337	158,300.8	67.7	8.5
L32 TECHNICAL	1,297	74,630.3	57.5	7.2
T01 STATE POLICE ENLISTED	1,625	131,051.3	80.6	10.1
U11 INSTITUTIONAL	2,959	246,454.5	83.3	10.4
W22 HUMAN SERVICES	9,904	807,257.8	81.5	10.2
W41 ADMINISTRATIVE SUPPORT	7,793	652,652.0	83.7	10.5
Y23 BUSINESS & ADMINISTRATION	4,545	358,528.2	78.9	9.9
Y50 PENDING UNIT ASSIGNMENT	4	260.3	65.1	8.1
Y51 SUPERVISORY	7,009	581,436.3	83.0	10.4
Y52 NONCAREER	291	13.5	0.0	0.0
Y98 MANAGERIAL	1,783	103,655.9	58.1	7.3
Y99 CONFIDENTIAL	2,227	171,176.7	76.9	9.6
<b>STATEWIDE</b>	<b>57,311</b>	<b>4,636,376.6</b>	<b>80.9</b>	<b>10.1</b>

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

# ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT

Fiscal Year Ending: September 24, 2005

ANNUAL LEAVE					DEFERRED HOURS			
Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,616	205,417.3	127.1	15.9	1,616	48,616.6	30.1	3.8
A31 LABOR AND TRADES	3,481	410,893.3	118.0	14.8	3,481	137,595.0	39.5	4.9
C12 SECURITY	9,541	1,418,574.6	148.7	18.6	9,541	614,601.4	64.4	8.1
E42 HUMAN SERVICES SUPPORT	899	116,148.5	129.2	16.1	899	59,716.9	66.4	8.3
H21 SCIENTIFIC & ENGINEERING	2,337	335,218.5	143.4	17.9	2,337	64,630.5	27.7	3.5
L32 TECHNICAL	1,297	154,130.8	118.8	14.9	1,297	38,958.4	30.0	3.8
T01 STATE POLICE ENLISTED	1,625	241,252.3	148.5	18.6	1,625	22,266.7	13.7	1.7
U11 INSTITUTIONAL	2,959	361,225.2	122.1	15.3	2,959	182,651.1	61.7	7.7
W22 HUMAN SERVICES	9,904	1,426,655.9	144.0	18.0	9,904	545,475.2	55.1	6.9
W41 ADMINISTRATIVE SUPPORT	7,793	1,153,732.1	148.0	18.5	7,793	459,735.7	59.0	7.4
Y23 BUSINESS & ADMINISTRATION	4,545	720,394.8	158.5	19.8	4,545	179,205.4	39.4	4.9
Y50 PENDING UNIT ASSIGNMENT	4	630.0	157.5	19.7	4	136.0	34.0	4.3
Y51 SUPERVISORY	7,009	1,207,748.9	172.3	21.5	7,009	265,066.5	37.8	4.7
Y52 NONCAREER	291	0.0	0.0	0.0	291	65.5	0.2	0.0
Y98 MANAGERIAL	1,783	308,154.7	172.8	21.6	1,783	32,995.5	18.5	2.3
Y99 CONFIDENTIAL	2,227	366,515.9	164.6	20.6	2,227	93,867.4	42.1	5.3
<b>STATEWIDE</b>	<b>57,311</b>	<b>8,426,692.8</b>	<b>147.0</b>	<b>18.4</b>	<b>57,311</b>	<b>2,745,583.8</b>	<b>47.9</b>	<b>6.0</b>

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**STATE CLASSIFIED EMPLOYEE AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
BY BARGAINING UNIT  
Fiscal Year 2004-05**

UNION CODE	BARGAINING UNIT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	8.7	15.9	24.6
A31	LABOR AND TRADES	8.5	14.8	23.3
C12	SECURITY	12.2	18.6	30.8
E42	HUMAN SERVICES SUPPORT	10.0	16.1	26.1
H21	SCIENTIFIC & ENGINEERING	8.5	17.9	26.4
L32	TECHNICAL	7.2	14.9	22.1
T01	STATE POLICE ENLISTED	10.1	18.6	28.7
U11	INSTITUTIONAL	10.4	15.3	25.7
W22	HUMAN SERVICES	10.2	18.0	28.2
W41	ADMINISTRATIVE SUPPORT	10.5	18.5	29.0
Y23	BUSINESS & ADMINISTRATION	9.9	19.8	29.7
Y50	PENDING UNIT ASSIGNMENT	8.1	19.7	27.8
Y51	SUPERVISORY	10.4	21.5	31.9
Y52	NON-CAREER	0.0	0.0	0.0
Y98	MANAGERIAL	7.3	21.6	28.9
Y99	CONFIDENTIAL	9.6	20.5	30.1
	STATEWIDE AVERAGE	10.1	18.4	28.5

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-24-05.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.



**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT  
(Average Days Per Employee)**

**Fiscal Years 2000-01 through 2004-05**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>
A02	SAFETY & REGULATORY	4.7	6.3	10.0	8.4	8.7
A31	LABOR AND TRADES	8.9	8.4	11.6	10.0	8.5
C12	SECURITY	10.0	11.2	12.4	12.3	12.2
E42	HUMAN SERVICES SUPPORT	10.0	9.5	9.4	10.1	10.0
H21	SCIENTIFIC & ENGINEERING	7.9	8.8	9.7	7.8	8.5
L32	TECHNICAL	7.2	7.8	9.3	7.4	7.2
T01	STATE POLICE ENLISTED	8.8	12.3	11.0	9.8	10.1
U11	INSTITUTIONAL	10.9	10.8	11.4	10.8	10.4
W22	HUMAN SERVICES	10.1	10.9	10.6	10.1	10.2
W41	ADMINISTRATIVE SUPPORT	10.0	10.6	10.9	10.4	10.5
Y23	BUSINESS & ADMINISTRATION	9.1	10.3	10.1	8.9	9.9
Y50	PENDING UNIT ASSIGNMENT	4.2	4.8	7.0	1.8	8.1
Y51	SUPERVISORY	9.6	11.5	10.7	9.6	10.4
Y52	NON-CAREER	0.0	0.0	6.7	0.9	0.0
Y98	MANAGERIAL	6.7	8.0	8.5	6.5	7.3
Y99	CONFIDENTIAL	9.6	10.4	10.0	8.9	9.6
	STATEWIDE AVERAGE	9.3	10.3	10.9	10.0	10.1

Source: MAIN, MIDB Civil Service HWF29, for the last full pay period in each fiscal year.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

# BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

Pay Period Number: 20 Ending September 25, 2004

## EXCLUSIVELY REPRESENTED EMPLOYEES

HRS Department		No. of Employees	A02 Safety & Regulation	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	697	34	124	0	0	246	22	0	0	0	96	522
ATTORNEY GENERAL	11	508	31	3	0	0	0	0	0	0	0	111	145
AUDITOR GENERAL	03	147	0	2	0	0	0	0	0	0	0	2	4
CAREER DEVELOPMENT	80	908	5	9	0	144	0	2	0	17	326	129	632
CIVIL RIGHTS	15	134	0	0	0	0	0	0	0	0	62	17	79
CIVIL SERVICE	19	213	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,805	48	146	453	0	144	54	0	1,275	683	553	3,356
CONSUMER & INDUSTRY SERVICES	63	2,848	256	35	0	657	78	5	0	0	2	541	1,574
CORRECTIONS	47	16,527	16	822	8,798	0	11	86	0	510	2,102	1,198	13,543
EDUCATION	31	345	2	7	0	1	0	0	0	21	108	77	216
ENVIRONMENTAL QUALITY	76	1,496	35	2	0	0	820	51	0	0	1	206	1,115
EXECUTIVE OFFICE	01	44	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	10,031	194	66	0	76	4	4	0	361	5,850	1,346	7,901
HISTORY ARTS AND LIBRARIES	25	305	27	60	0	0	7	3	0	0	49	48	194
INFORMATION TECHNOLOGY	08	1,741	0	29	0	0	5	59	0	0	1	302	396
LABOR & ECONOMIC GROWTH	64	102	0	1	0	0	0	0	0	5	52	15	73
MANAGEMENT & BUDGET	07	1,288	6	326	0	0	30	12	0	0	2	218	594
MILITARY AFFAIRS	51	949	32	162	0	0	20	10	0	460	25	55	764
NATURAL RESOURCES	75	2,850	947	672	0	0	245	225	0	11	55	227	2,382
STATE	23	1,857	29	23	0	0	0	0	0	0	0	1,255	1,307
STATE POLICE	55	2,698	151	28	0	0	72	26	1,635	6	0	303	2,221
TRANSPORTATION	59	3,041	57	775	0	0	508	614	0	0	2	255	2,211
TREASURY	27	1,561	12	10	0	0	3	1	0	0	2	548	576
<b>Grand Total:</b>		<b>55,095</b>	<b>1,882</b>	<b>3,302</b>	<b>9,251</b>	<b>878</b>	<b>2,193</b>	<b>1,174</b>	<b>1,635</b>	<b>2,666</b>	<b>9,322</b>	<b>7,502</b>	<b>39,805</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

# BARGAINING UNIT ANALYSIS BY DEPARTMENT

Table 5-10

Pay Period Number: 20 Ending September 24, 2005

## NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	627	32	22	21	19	0	76	170
ATTORNEY GENERAL	11	518	25	52	288	0	0	11	376
AUDITOR GENERAL	03	154	0	76	27	6	0	41	150
CIVIL RIGHTS	15	133	2	21	11	2	0	17	53
CIVIL SERVICE	19	214	1	168	22	7	0	16	214
COMMUNITY HEALTH	39	4,346	406	147	172	86	2	583	1,396
CORRECTIONS	47	16,463	180	294	159	31	0	2,276	2,940
EDUCATION	31	366	57	31	20	1	0	29	138
ENVIRONMENTAL QUALITY	76	1,508	62	45	22	70	0	181	380
EXECUTIVE OFFICE	01	51	0	47	0	4	0	0	51
HISTORY ARTS AND LIBRARIES	25	258	21	13	22	7	0	21	84
HUMAN SERVICES	43	9,931	414	382	188	3	0	1,135	2,122
INFORMATION TECHNOLOGY	08	1,711	977	67	84	44	0	176	1,348
LABOR & ECONOMIC GROWTH	64	4,260	824	240	234	141	1	385	1,825
MANAGEMENT & BUDGET	07	1,016	162	145	68	42	0	120	537
MILITARY AFFAIRS	51	957	18	26	16	2	0	127	189
NATURAL RESOURCES	75	2,684	77	50	53	13	1	273	467
STATE	23	1,898	140	78	51	13	0	294	576
STATE POLICE	55	2,719	117	50	46	2	0	302	517
TRANSPORTATION	59	3,128	196	132	86	74	1	368	857
TREASURY	27	1,564	612	64	109	34	0	181	1,000
<b>Grand Total:</b>		<b>54,506</b>	<b>4,323</b>	<b>2,150</b>	<b>1,699</b>	<b>601</b>	<b>5</b>	<b>6,612</b>	<b>15,390</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

## **GLOSSARY**

## **GLOSSARY**

**American Indian or Alaskan Native** - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian or Pacific Islander** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black (Not of Hispanic Origin)** - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employee** - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

**Disability** - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
  - (A) Substantially limits one or more of the major life activities of the person, and
  - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

### **Employee Status Code Descriptions (active employees):**

**AA**: Full-time (Classified)  
**AB**: Part-time (Classified)  
**AC**: Permanent Intermittent (Classified)  
**AD**: Limited Term (Classified)  
**AE**: Seasonal (Classified)  
**AF**: Unclassified  
**AP**: Workers Compensation  
**AQ**: Non Career/Per Diem  
**AR**: Special Personal Services (Unclassified)

**Filled Position** - A position in which a person is presently working.

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full Time Employee** - Those employees scheduled to work 80 hours biweekly full-time.

**General Fund** - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

**Hispanic** - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Hourly Employees** - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

**HRMN** - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Intermittent Employee** - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employee** - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

**Limited Term Employee** - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**Median** - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

**MIDB** - Management Information Data Base.

**Non-Career Employee** - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Pay Range** - A number that designates the range of pay rates or single pay received by a job class.

**Pay Step** - A pay level within a pay range.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Recall List** - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

**Seasonal Employee** - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employee** - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

**Turnover Separation** - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

**Unclassified Employee** - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

#### **Union Codes**

- A** Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM)
- C** Michigan Corrections Organization (MCO)
- E** Local 31-M, Service Employees International Union, AFL-CIO (SEIU)
- H** Michigan Public Employees (MPES)
- L** United Technical Employees Association (UTEA)
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization



<b>Unit Code</b>	<b>Unit</b>
<b>01</b>	<b><u>State Police Enlisted Unit</u></b> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
<b>02</b>	<b><u>Safety and Regulatory Unit</u></b> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
<b>11</b>	<b><u>Institutional Unit</u></b> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
<b>12</b>	<b><u>Security Unit</u></b> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
<b>21</b>	<b><u>Scientific and Engineering Unit</u></b> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
<b>22</b>	<b><u>Human Services Unit</u></b> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>23</b>	<b><u>Business and Administrative Unit</u></b> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
<b>31</b>	<b><u>Labor and Trades Unit</u></b> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
<b>32</b>	<b><u>Technical Unit</u></b> Employees in this unit provide support services in the area of science and engineering.
<b>41</b>	<b><u>Administrative Support Unit</u></b> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
<b>42</b>	<b><u>Human Services Support Unit</u></b> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
<b>50</b>	<b><u>Pending Unit Assignment</u></b> Employees in positions in classifications that are pending unit assignment.

**51      Supervisory Unit**

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

**52      Non-Career**

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

**98      Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**99      Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**Vacant Position** - A position that is unfilled.

**White (Not of Hispanic Origin)** - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the state of Michigan.